

THE BULLETIN

NOVEMBER 10, 1997 ~ 51ST YEAR ~ NUMBER 7

Munk Backs New Centre

DEVONSHIRE HOUSE WILL SOON be the home of Canada's leading centre for international studies.

The new Munk Centre for International Studies will expand the university's multidisciplinary expertise in international studies, providing undergraduates and graduates, faculty and visiting scholars with a unified physical centre. The new facility is a partnership between the university and Trinity College and is expected to house the Centre for International Studies, the international relations program, the new Centre for the Study of the United States, the Centre for Russian and East European Studies, the Joint Centre for Asia-Pacific Studies, the Ibero-American studies program and the Harrowston program on management and conflict negotiation.

Extensive renovations to the former student residence are scheduled to be completed by the fall of 1999 and include the creation of a new international affairs reading room in the Trinity College library. The project will be led by architect Tom Payne of Kuwabara Payne McKenna Blumberg.

The new facility is made possible by the \$6.4 million donation by Canadian philanthropist and business leader Peter Munk and the international companies of which he is the founding chairman and chief executive officer, Barrick Gold Corporation and TrizecHahn Corporation.

"This new facility will become the focal point for Canada's leading international studies centre," said Janice Stein, Harrowston Professor of Conflict Management and Negotiation. "We are excited for the students who will benefit from the opportunity of learning about Canada and the increasingly interdependent global village."

The Campaign for U of T is seeking an additional \$28 million in support of the Munk centre's programs, visiting professorships and student fellowships.

"Peter Munk's commitment to his Alma Mater has made this project possible," said President Robert Prichard. "This donation allows us to bring together leading scholars and undergraduate and graduate students in a richly interdisciplinary environment."

FOLLOW THROUGH



Second-year University College student Sandy Owens drives the ball during a rainy game against the University of Victoria's team at the national field hockey tournament held Nov. 8 in Lamport Stadium. The defending national champion Varsity Blues lost the game 2-0 in its only defeat of the season but rebounded to win the CIAU bronze medal with a 21-1 overall record.

MARK LYALL

ASTRONOMY

THE FIRST BLACK HOLE

Tom Bolton found it 25 years ago this week

BY BRUCE ROLSTON

NO KNOWN FORCE CAN DESTROY IT. OVER TIME, IT ONLY GROWS larger as it swallows everything that comes close. Eating away at the known universe, it consumes mass, heat, light, structure, information: it is a one-way exit door out of our universe.

"It" is the peculiar form of collapsed star that scientists call a "black hole." The gravitational pull of a black hole is so powerful that nothing, not even radiation — light, heat, energy — can escape it. Black holes are born in the death throes of the largest stars as the sheer weight of their huge masses collapses upon itself, punching through the very fabric of space.

Since light cannot escape a black hole, it follows that finding one would be rather difficult. Around 25 years ago, the first confirmed sighting was truly the astronomical prize. That is, until a 28-year-old U of T astronomer named Thomas Bolton stepped forward to say he had found an invisible mass that was eating away at a giant blue star in the constellation Cygnus.

Working at the David Dunlap Observatory's 74-inch reflector, Canada's largest telescope, Bolton attracted worldwide attention as the first astronomer to state without doubt that the X-ray source known as Cygnus X-1 was actually a black hole, circling a blue star known only as HDE 226868, 11,000 light years away from Earth. It may be the most significant stellar observation ever made in this country.

Bolton began work on his signal accomplishment in 1971. Theorists had suspected strong stellar X-ray sources might indicate stellar gases being sucked off a star into a nearby black hole but they had to depend on stargazers like Bolton, using optical telescopes, to actually search the area where the X-rays came from. Although the black hole itself would be invisible, Bolton knew he could detect the "wobble" of an orbiting star if it was circling around such an invisible companion. As he focused in

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Amrhein Named New Dean

BY JANE GRAHAM

THE FACULTY OF ARTS AND Science has reached within its own ranks to name a new dean. The appointment of Professor Carl Amrhein as dean of arts and science was approved by Academic Board Oct. 28. Amrhein, chair of the department of geography since 1993, began his seven-year term Nov. 1.

The new dean says his appointment is a huge honour, but also an enormous responsibility. "Under Marsha Chandler the faculty has become a formidable force with excellent teaching programs and research capacity," Amrhein said. "As the faculty moves into the next millennium I look forward to building on this legacy by further developing our existing research strengths and curriculum offerings."

Amrhein has served on Academic Board since 1992 and is currently vice-chair of the board's Planning and Budget Committee. He chaired the 1994-95 Provostial

Task Force on Academic Computing. Amrhein has also contributed to numerous faculty projects including being a member of arts and science's 1994-1996 strategic planning committee. He is a six-time recipient of the Dean's Excellence Award, given to exceptional arts and science faculty.

In making the appointment Provost Adel Sedra praised Amrhein as an outstanding young teacher and researcher as well as a leader of the university community. "Professor Amrhein is well known and well regarded for his formidable contributions as a university citizen and for his commitment to the life of the Faculty of Arts and Science," said Sedra. "He brings to the position of dean of our largest faculty considerable experience, knowledge of the university, personal skills and a vision of a strong future for the Faculty of Arts and Science."

Amrhein joined the geography department as an assistant professor in 1986. His current research

involves urban environmental health, focusing on two principal areas: regional economic models, particularly labour markets; and spatial statistics, with a predominant focus on the quality of census data. Amrhein received his bachelor of science degree from Pennsylvania State University in 1978 and his PhD from the State University of New York at Buffalo in 1984.



Carl Amrhein

IN BRIEF



Steinberg wins Polanyi Prize for physics

PROFESSOR AEPHRAIM STEINBERG OF PHYSICS WAS ONE OF THE FIVE winners of the John Charles Polanyi prizes awarded by the province this year. The \$15,000 prizes, given annually to outstanding researchers and scholars who plan to continue post-doctoral studies at an Ontario university, were established in 1986 by the Ontario government in recognition of the achievement of University Professor John Polanyi of chemistry, a co-recipient of the 1986 Nobel Prize in chemistry. Steinberg will be studying atomic beams, particularly atomic tunnelling times through a barrier. Prizes are awarded in the fields of chemistry, literature, physics, physiology or medicine and economic science.

Prichard in Hong Kong for Convocation

PRESIDENT ROBERT PRICHARD IS IN HONG KONG FOR U OF T'S SECOND annual convocation ceremony in Hong Kong Nov. 11. More than 100 1997 graduates now residing in Hong Kong will receive their U of T degrees at the ceremony, also presided over by Chancellor Henry Jackman and vice-presidents Jon Dellandrea and Heather Munroe-Blum. Hong Kong businessman Cheng Yu-tung will deliver the address. Currently 42 per cent of the university's international undergraduates come from Hong Kong. On Nov. 8 Prichard signed an agreement to encourage three-way exchange in biotechnology research with the Chinese University of Hong Kong and Beijing's Tsinghua University.

Friesen appointed to Canada Foundation for Innovation

PROFESSOR JAMES FRIESEN, CHAIR OF THE BANTING AND BEST Department of Medical Research, is one of nine prominent Canadians to be appointed members of the Canada Foundation for Innovation. Members, whose roles are similar to the shareholders of a corporation, are responsible for approving the organization's financial controls, audited statements and annual report. The foundation is an independent, not-for-profit corporation established in May 1997 with funds from the federal government; its mandate is to invest in infrastructure for research and development in Canadian universities, colleges, hospitals and other not-for-profit research institutions.

AWARDS & HONOURS



Faculty of Applied Science & Engineering

PROFESSOR I.B. TURKSEN OF MECHANICAL AND industrial engineering is president-elect of the International Fuzzy Systems Association for a two-year term. Turksen will then become president of the association with his term ending in the summer of 2001.

Faculty of Arts & Science

PROFESSOR JAMES BRENNAN OF GEOLOGY HAS BEEN selected to receive the 1998 Mineralogy Society of America Award, given annually to a young scientist in recognition of significant contributions to his/her research field and is a signal of the society's expectation of future distinction. Brennan was cited for his contributions to understanding the behaviour of trace element and isotopic systems in subduction zone environments.

PROFESSOR MARIO VALDÉS OF SPANISH AND Portuguese and the Centre for Comparative Literature was recognized by the Duque de Soria Foundation for distinguished scholarship on the Spanish philosopher Miguel de Unamuno at a ceremony at the University of Salamanca, Spain, Oct. 27. Valdés has published five books and 20 scholarly articles on Unamuno.

School of Continuing Studies

ANNE MICHAELS, A CREATIVE WRITING INSTRUCTOR with the School of Continuing Studies, was one of five writers to receive a \$75,000 Lannan Literary Award. The awards celebrate excellence in fiction, poetry and non-fiction. Her book *Fugitive Pieces*, the story of a Polish boy in the aftermath of the Holocaust, has won several prizes: the Orange Prize for Fiction, the 1996 Trillium Award, the Chapters/Books in Canada First Novel Award and most recently, the 1997 City of Toronto Book Award. The Lannan Foundation established the annual awards in 1989 to honour writers whose work is of exceptional quality and to help provide greater recognition for individual writers and their work.

Faculty of Medicine

PROFESSOR ZANE COHEN OF SURGERY AND surgeon-in-chief at Mount Sinai Hospital is the co-recipient (with Grant Gall, University of Calgary) of the 1997 Finkelstein Prize of the Crohn's and Colitis Foundation of Canada for outstanding contributions in the field of inflammatory bowel disease. Cohen is a world-renowned specialist in inflammatory bowel disease and has pioneered several surgical procedures.

DR. ANTHONY LEVITT OF PSYCHIATRY WAS THE winner of the award for Best Poster Presentation at the Annual Canadian Psychiatric Association meeting in Calgary in September. He won the award for his project, The rise in red cell folate with antidepressant response is independent of changes in thyroid hormones.

PROFESSOR HOWARD OVENS OF FAMILY AND community medicine and Dr. Julie Spence of the Department of Medicine have won the 1996-1997 Anna Jarvis Award for teaching excellence in emergency medicine. The winners are nominated by residents for overall contribution to teaching in the Department and support of academic activities.

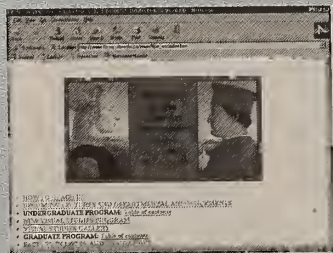
PROFESSOR JEREMY SQUIRE OF LABORATORY MEDICINE and pathobiology has been appointed to the joint University of Toronto/J.C. Boileau Chair in Oncologic Pathology for a five-year term effective Aug. 1. The focus of the chair will be on patient-based research utilizing Squire's experience in molecular genetic analysis of human tumours, with an overall goal to make U of T the most desirable place to work and learn about cancer genetics.

PROFESSOR CHARLES TATOR OF SURGERY HAS BEEN awarded the Lifetime Achievement Award of the Canadian Brain Injury Coalition in recognition of his work in the field of brain injury.

ON THE INTERNET

FEATURED SITE

The meaning of fine art ...



Truly a visually stunning Web site highlighting the works of department faculty and students. The introduction states: "The study of art investigates the infinite ways in which individuals (celebrated or unknown) and whole civilizations have expressed themselves materially through the ages -- in architecture and town planning, painting and sculpture, printmaking and the various arts of design.... We explore their relevance in their original historical context wherever possible, and in relation to human values today." Art buffs have the opportunity to view a visual arts gallery featuring printmaking, painting, sculpture and drawing. There's also a showcase for the fine art advanced thesis class of 1997.

http://www.library.utoronto.ca/www/fine_art/index.htm

U OF T HOME PAGE
www.utoronto.ca

THE CAMPAIGN FOR U OF T
www.uoftcampaign.com

RESEARCH UPDATES (NOTICES)
gopher://utl.library.utoronto.ca:70/11gopher_ root70:[_research._research_updates]

PHD ORALS
www.sgs.utoronto.ca/phd_orals.htm

U OF T JOB OPPORTUNITIES
www.utoronto.ca:80/jobopps

If you want your site featured in this space, please contact Audrey Fong, community relations officer, at: audrey.fong@utoronto.ca



SITES OF INTEREST

Environmental research and teaching at U of T

This Institute of Environmental Studies Web site attempts to compile a listing of academic activities and programs dealing with environmental work. There are reportedly 300 U of T staff members involved in this multidisciplinary field. Staff, faculty, research associates and students are invited to submit listings of personal home pages or course descriptions delivered by means of the World Wide Web. The listings are varied but not totally inclusive.

<http://www.utoronto.ca/erv/es.htm>

Beyond print: the future of scholarly publishing

Recently Scarborough's Centre for Instructional Technology Development hosted an international conference titled Beyond Print: Scholarly Publishing and Communication in the Electronic Environment. The symposium Web site identifies many issues related to the future of scholarly communication (copyright, quality control and archiving). Abstracts and full text that accompanied the presentations are provided.

<http://citd.scar.utoronto.ca/Epub/1997.html>

White Paper Two in the Offing

THE YEAR 2000 MAY STILL SEEM a long way off but in the office of Provost Adel Sedra they are already thinking about the first half of the next decade.

President Robert Prichard told Governing Council Nov. 3 that 1998 would see the creation of a new provostial plan to outline the university's academic vision up to 2004. The new plan is unofficially being called "white paper two," after the university's current planning document, the 1994 white paper.

Sedra said his office was working to have a draft plan ready for circulation to the university community by the late spring of next year. Sedra said the new document would build upon, not replace, the current white paper. "It's a re-examination of the white paper process four years down the road. There are new opportunities and new challenges that we have to address."

Sedra said this second white paper would take into account the success

of the Campaign for the University of Toronto and the creation of new government infrastructure programs like the Canada Foundation for Innovation, along with the ever-growing need for faculty renewal. He also hopes the new plan will include a systematic approach to enrolment planning, especially in the graduate area.

As part of the same process Derek McCammond, the new vice-provost (planning and budget), has begun developing a new set of long-range budget guidelines, the assumptions that will govern the university's budgetary planning for the next six years, Sedra said.

Because 1998-99 will be a year of overlap between the existing plans and their replacements, Sedra said he expected it would be a "year of transition" from a budgetary perspective with minimal changes compared with the current year. "Barring another reduction in government

funding — which we don't believe will happen — and assuming that our assumptions on tuition fee revenue will be realized, that budget will be quite straightforward."

This, he said, would no doubt be welcomed by the university community since divisions are still struggling to come with the budgetary reductions he delivered last summer following the wage settlements with faculty and staff. The academic divisions are currently revising their plans to take account of these reductions. The provost said the \$10 million still left in the Academic Priorities Fund, a fund established as part of the first white paper process, will be allocated this January in response to the revised plans.

The fund balance would be given out selectively, the provost said, but he would strike a balance between creating new programs, and strengthening existing ones.



JEWEL RANDOLPH

School wasn't exactly out but frisbees were flying anyway at Camp U of T, organized for the children of U of T parents during the teachers' strike.

Bush Furor Confounds Experts

BY BRUCE ROLSTON

SEVERAL INTERNATIONAL RELATIONS experts at U of T say they are frustrated by the debate over the offering of an honorary degree to former U.S. president George Bush.

"This is so silly it just absolutely boggles my mind," says Professor Robert Bothwell of history.

Over 100 faculty members have signed a petition asking the university to reverse its decision to offer Bush a degree, citing as reasons his appointment as CIA director and his role in American interventions in Nicaragua, Panama and Iraq. Several student groups, including the Graduate Students' Union, have supported the petition.

Bothwell, currently in Washington, D.C., serving as a fellow at the Woodrow Wilson International Center for Scholars, says the criticisms of Bush are "beside the point or without foundation." He singled Bush's handling of the Iraqi invasion of Kuwait as an achievement worthy of Canada's appreciation. "He went after a dictator, Saddam Hussein, who used poison gas on his own people and I'm sure personally really is a murderer."

Professor John Kirton, coordinator of the international relations

program, said Bush was a "statesman of the first order," whose respect for Canadian interests was unparalleled in American presidents. It was Bush who signed several key accords with Canada including one limiting acid rain, he said; Bush who welcomed Canada into his free trade negotiations of Mexico; and it was Bush's promise of "over the horizon" support that allowed Canadian peacekeepers to operate effectively in the former Yugoslavia.

At the Institute for Aerospace Studies, Professor Peter Stangeby has organized a counter-petition in favour of the Bush degree. "U of T is doing a very appropriate thing and I just want to say 'right on, keep going.'"

Professor Michael Bliss of history agrees. "If these people want to protest against the Bush thing, that is a sign of the vitality of campus debate, I suppose, but it's a pretty silly one."

Kirton says he believes a protest, if it is kept civilized, will actually raise Bush's stature and U of T's. "It could well lend an air of importance to the event. It will serve to remind the larger community of how important George Bush's accomplishments really were."

But espionage expert Professor Wesley Wark of international relations says he is frustrated by the level of the debate over the Bush degree. While of two minds about the degree

question himself, he points to the CIA accusation in particular as something of a canard. Bush's entire involvement with the Central Intelligence Agency lasted less than 12 months at a time when its domestic and foreign activities had been drastically curtailed by Congress, he says. "He wasn't involved in running covert operations. He wasn't someone who enjoyed that aspect."

Kirton praised President Robert Prichard for sticking by his guns despite opposition. "The easy thing for him to do would be to say, 'Let's avoid fuss. Let's play it safe.' It would be a real tragedy if we don't go ahead with this."

Professor David Galbraith of English, who helped organize the petition opposing Bush, joined Kirton in hoping for an orderly protest. He and his colleagues would stage a "dignified walkout," he said, and he hoped student protesters would show similar restraint.

The issue has attracted considerable interest on campus. Over 100 spectators attended a Governing Council meeting Nov. 3 where the degree offer was being reconsidered. After a brief debate council upheld its earlier decision.

Bush has already received 61 honorary degrees from institutions worldwide.

OISE/UT GIVES TEACHERS SUPPORT

FACULTY, STAFF AND STUDENTS at the Ontario Institute for Studies in Education of the University of Toronto are being encouraged to donate a day's salary a month to assist teachers protesting the government's proposed legislation Bill 160.

At an executive committee meeting of OISE/UT's faculty council Nov. 3, members endorsed a motion encouraging people to donate a day's salary to help striking teachers facing financial hardship. "We need to be proactive in expressing our support," said Professor Margrit Eichler, chair of the faculty council. "There continues to be great concern about Bill 160 because there's deep sentiment it is truly destructive of public education."

However, with the Nov. 7 announcement that three of the five teacher unions are returning to classes, Eichler said it is difficult to say whether OISE/UT community members will decide to channel funds to the teachers.

The committee also encouraged

people to join picket lines at schools with which they have connections.

The committee's recommendations follow a special meeting of the faculty council Oct. 30 in which members approved the withdrawal of services with the intent of shutting down the institute in the event of repressive measures by the government. Although Eichler later admitted the faculty council does not have the jurisdiction to call for a withdrawal of services, she said it wanted to take strong action in expressing its concern with the bill.

Meanwhile, during the strike, the family care office and athletics and recreation organized emergency child care services for U of T parents. Camp U of T, staffed by five instructors, offered 50 spaces for children; 20 more were available at the Bloor Jewish Community Centre. Parents paid \$10 per child per day with the university subsidizing remaining costs. Children who attended last week participated in sports and games and spent time doing homework.

CITA-Led Team Finds New Moons of Uranus

BY STEVEN DE SOUSA

APOST-DOCTORAL RESEARCH fellow at the Canadian Institute for Theoretical Astrophysics and his team have discovered two new moons orbiting around the distant planet Uranus. The two moons, first observed in early September, are the faintest planetary satellites ever detected by an Earth-based telescope.

Brett Gladman of CITA, working with J.J. Kavelaars of McMaster University and Philip Nicholson and Joseph Burns of Cornell University,

took a series of electronic photos 30 minutes apart using the five-metre Hale telescope on Palomar Mountain near San Diego, California. Analysis of the exposures showed two objects moving slowly against the background stars. "This discovery is significant because Uranus was the only giant planet without distant moons on irregular orbits," Gladman said.

All the other giant planets in our solar system have both regular and irregular satellite systems. Regular satellites orbit near the planet's equator, while irregular satellites follow

eccentric and inclined paths. While Uranus' regular-orbit moons travel along nearly circular equatorial orbits that lie close to the planet, between 50,000 and 583,000 kilometres away, the newly discovered moons are believed to be between six million and eight million kilometres away.

The new satellites are quite small, with the larger one measuring about 160 kilometres in diameter and the smaller one about half that size. These are the first irregular moons discovered by a ground-based telescope since 1974, when a similar

moon was found near Jupiter.

"This discovery alerts people that modern technology opens up the possibility of searching larger regions that weren't explored before," said Scott Tremaine, a former director of CITA who currently teaches astrophysical sciences at Princeton University.

Tremaine had predicted there were more moons to be found around Uranus before the Voyager spacecraft discovered 10 during its 1986 fly-by of the planet. These were in addition to the five moons of Uranus previously identified by ground-based telescopes,

the most recent one in 1948.

Once further observation has been completed the objects will be certified by the International Astronomical Union as true planetary satellites and the discoverers can offer suggestions for names.

All of the planet's previously discovered moons were named after characters in the works of Shakespeare or poems of Alexander Pope. Gladman is hoping to name the smaller moon Caliban for its similarities to the character in *The Tempest*.



Happenings

7 Hart House Circle • www.utoronto.ca/harthouse

Celebrating 25 years of Women at Hart House 1972 - 1997 SPECIAL EVENTS

Remembrance Day Service - Tue, Nov. 11 at 10:30am outside the Soldier's Tower. Refreshments will be served in the Great Hall after the service and at 11:30am, Carillonneur, **Gerald Martindale**, will conduct a guided tour of the carillon. Meet at the NW door of the Tower.

ART

The Justina M. Bernicke Gallery - Jason Schwartz, "The Ghosts That Haunt Us: Portraits of Holocaust Survivors," Nov. 13 to Dec. 11. Meet the artist Thurs. Nov. 13 at 5pm in the Gallery.

The Arbor Room - Maria Baricsa. To Nov. 15. Heidi May, "Glimpse," Nov. 17 to Dec. 6.

MUSIC

Jazz at Oscar's - Fridays at 8:30 pm in the Arbor Room. Licensed. No cover. Nov. 14, the **11:00 Jazz Orchestra** with Canadian jazz legend, **Phil Nimmons**. Nov. 21, the **10:00 Jazz Orchestra** features the Faculty of Music's jazz bands under the direction of **Ron Collier**. Call 978-5362 for info.

CLUBS & COMMITTEES

Drama Society - Manuscripts are being accepted now for the Third Annual One-Act Play Writing Competition. Entry rules are available to pick up at the Hall Porters' Desk. Questions? Call 966-0226 or 978-5362.

Hart House Farm - Reserve a day or overnight outing at the Hart House Farm in the Caledon Hills. Contact the membership Services Office at 978-4733.

The Hart House Review - The Library Committee welcomes submissions of original poetry, prose, short fiction and photography for its 1997/98 issue. Please submit material with a completed entry form, available from the Hall Porters' Desk, to the Hall Porter at Hart House by Fri. Jan. 16, 1998.

The 16th Annual Hart House Literary Contest for short fiction is open to all student and senior members of Hart House. Contest rules and entry forms are available at the Hall Porters' Desk. The deadline for entries is Fri. Jan. 17, 1998.

ATHLETICS

November Membership Campaign - If you sponsor a potential member during the month of November, you will be eligible to win great prizes. Some restrictions apply. See the Hall Porter for details or call 978-2452.

Personal Training - Have your own personal trainer to assist in attaining your fitness goals. \$30-\$42/hour.

Fitness Assessment - The first step in realizing your health and lifestyle goals. Make an appointment with a certified staff member by calling 978-2447.

Drop-In Fitness Classes are frequent and free. Join in on the action seven days a week. Lunchtime energizers at 12:10pm.

Free Triathlon Workshop! Wed. Nov. 12 from 5:30 to 7:30pm, get tips on techniques, training programs and info on the Feb7 Indoor Triathlon at Hart House. Call 978-2447 to confirm your place.

HART HOUSE

UNIVERSITY OF TORONTO

Panel to Rule on Dues

BY JANE STIRLING

THE U OF T FACULTY ASSOCIATION will ask an external arbitration panel to rule on its proposal to introduce mandatory dues for new faculty and librarians.

Professor Bill Graham, UTFA's president, said the association will ask a three-person panel, chaired by retired Quebec chief justice Alan Gold, to convene a hearing. The panel will receive legal representation and written briefs on the issue and then present a report including its opinion and recommendations. The report will then go to UTFA Council and Governing Council for a decision.

On Oct. 31 a special committee composed of three members of the faculty association and three members of the administration failed to reach a unanimous decision about compulsory dues. According to terms of the new Memorandum of Settlement between the association and Governing Council reached in June, if a special committee's report is not unanimous, either party may ask an external panel to convene a hearing.

UTFA has proposed that all teaching staff and librarians who join the university after July 1, 1998, pay dues to the association. Those who oppose paying fees would make an equivalent payment to an agreed-upon charity. Membership in the organization would be optional and current

employees would not be required to pay dues or participate.

Graham said he is very disappointed UTFA's proposal was not unanimously accepted. "We put our offer forward in good faith to improve relations between the administration and the association. We felt it would strengthen the association and university in the future."

Provost Adel Sedra, who co-chaired the special committee, said the administration feels the introduction of mandatory fees for new members is fundamentally unfair. "It would create two different classes of faculty — those who must pay dues and those who are not obligated to pay dues." Also future faculty members have no chance to voice their opinion on the issue, he said.

Professor Brian Langille of the Faculty of Law, who was a member appointed by the administration, said he has profound doubts about the legality of introducing mandatory dues. "I believe it's an illegal proposal under the Ontario Labour Relations Act and for other reasons. I was very sorry the faculty association wasn't prepared to discuss the issue of legality."

Graham said the association's external counsel has advised there are no legal problems with the proposal.

The members appointed by the administration also opposed changing the voluntary nature of the association. "Right now, you've got

a situation in which people pay voluntarily," Langille said. "The proposal would be moving to a situation where dues are involuntary; a world in which people are being coerced to pay."

The voluntary nature of the association will not change, Graham said. Under UTFA's proposal members can decide whether or not to belong to UTFA. They can pay dues and become a member or pay dues to the association or a charity but opt not to become a member.

Although the administration's members did not agree to UTFA's proposal they did present a counter-proposal that would introduce dues with an "opt-out" formula. New faculty and librarians would be presumed to be members of UTFA unless they decided to opt out, Sedra said. "Inertia [on the part of new members] means they would likely stay in the association. We feel the association will get a lot of new members this way."

Graham said the opting-out proposal is not acceptable because it does not deal with the issue of fairness. Under the current system membership in UTFA is voluntary; those who belong pay dues. UTFA, however, says mandatory fees are necessary because it works and negotiates salary and benefits agreements on behalf of all faculty and librarians, whether they are members of the faculty association or not.

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Middle Balcony	\$78.00	\$49.00	\$49.00
Rear Balcony	\$50.00	\$33.00	\$33.00

CODE N210

PHOTO: KIMBERLY GLASCO IN ROMEO AND JULIET

HEARTFELT THANKS



Renowned human rights advocate Mario Soares (right) received an honorary degree from U of T Oct. 25. A tireless fighter for democracy, Soares was repeatedly jailed and exiled by the Portuguese government but persisted to become the country's first elected president. He was in Toronto to celebrate the 50th anniversary of Portuguese and Brazilian studies at U of T.

Two Student Task Forces Struck

BY SUZANNE SOTO

IN AN EFFORT TO IMPROVE U OF T's student life and ensure the university remains financially accessible, Provost Adel Sedra has established two advisory groups: one to help him select a new vice-provost of (students) and another to examine and report back to him on student fees and aid.

Sedra said he assembled the 12-member advisory committee for the selection of the vice-provost (students) because this position, which the university hopes to fill soon, will be quite senior and one expected to "make a difference in the quality of student life." Six university units, and their respective directors, will eventually report to the holder of the new position: student recruitment; the office of the registrar and admissions and awards; student information systems; records, statistics and convocations;

the office of international student exchange; and the office of the assistant vice-president (student services).

"The aim is to bring focus and coherence to the various functions that relate to students, apart from academic programs," Sedra said. "We believe we can do better in the services we provide to our students."

The second group, the 17-member Task Force on Tuition and Student Financial Support, will have a much broader mandate. It will review U of T's policies and practices on tuition fees, including differential tuition levels across programs, and student financial support, including the levels of support currently offered by the university. It will also study, among other issues, how other Ontario universities view the relationship between tuition and financial support packages and the

ability of students of differing financial circumstances to enter and complete university as well as the debt loads now incurred by students.

Based on its findings the task force will make recommendations to Sedra on what principles should govern the establishment of tuition fees and the design of student financial support programs.

"We want to ensure that no qualified student is prevented from coming to U of T on the basis of financial need," the provost said. "We also want to have in place a sufficient amount of financial aid in the right mix of grants and loans."

The task force, which includes five students, is receiving submissions from the university community on these issues; these should be submitted to the task force's secretary Lynn Snowden by Nov. 14. The group will report to Sedra by Jan. 15.

Breast Exam Benefits Shown

BY CHRISTINA MARSHALL

A STUDY LED BY PROFESSOR Bart Harvey of public health sciences has found three components of breast self-examination appear to be associated with a reduced risk of dying from breast cancer.

"Although we're far from conclusively knowing if there is a benefit to BSE, the results of our study suggest performing specific components of BSE may lower a woman's risk of dying from breast cancer," says Harvey, the study's principal investigator and associate medical officer of health in East York.

Women who left out one of these components — visually examining the breast, using the finger pads to examine the breast and using three middle fingers to examine the

breast — in their BSE technique were almost twice as likely to die from breast cancer or to have distant metastatic disease compared with women who included all three components. Leaving out two of the three components more than doubled the odds of dying and women who left out all three components had almost three times the odds of dying from breast cancer or having distant metastatic disease compared with women who performed all three. The results remained unchanged after adjustment for potential confounders such as a family history of breast cancer.

The investigators studied patients in the Canadian National Breast Screening Study to measure the effect of doing breast self-examination on the risk of death due to breast cancer. That study

was a multi-centre randomized controlled trial of screening for breast cancer that recruited 89,835 volunteers between 1980 and 1985: eligible women were aged 40 to 59 years, with no history of breast cancer, were not pregnant and had not undergone mammography in the previous 12 months. The researchers looked at the case histories of 220 women who either had died from breast cancer or had distant metastatic disease.

The research was published in the Nov. 1 issue of *The Canadian Medical Association Journal*. The study's investigators also included Professor Emeritus Anthony Miller of public health sciences and director of the Canadian National Breast Screening Study and Professor Paul Corey of public health sciences.

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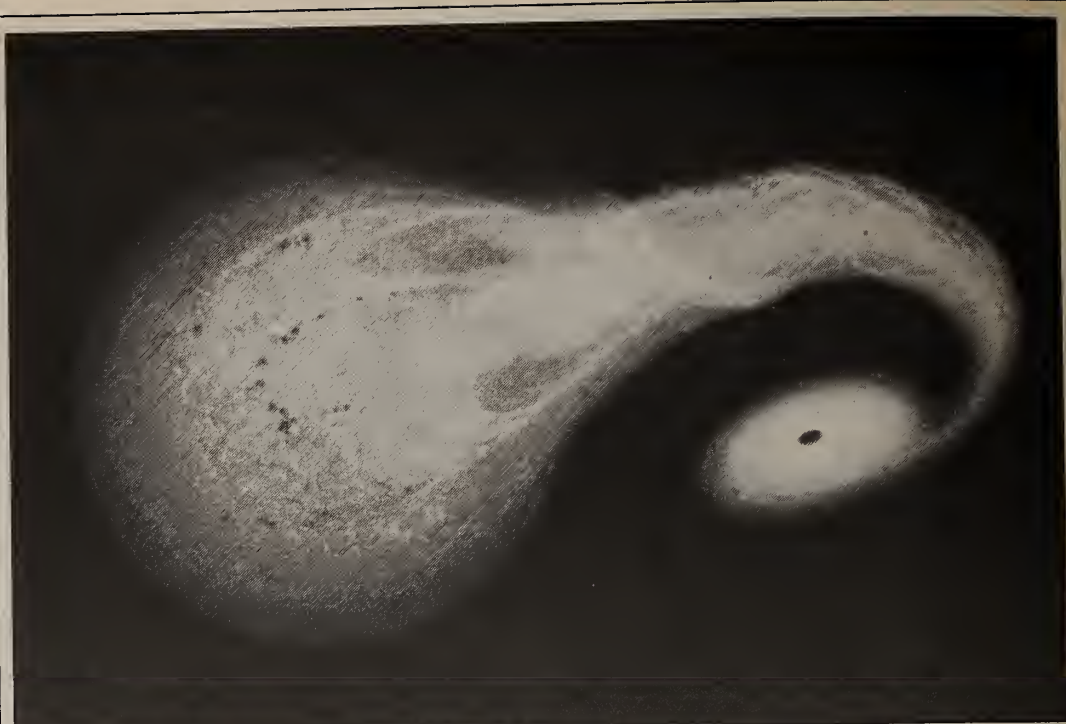
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TIM W. KUZNIAR

Cygnus X-1 sucks stellar gas off a nearby star. Thomas Bolton confirmed this was a black hole 25 years ago this week using the 74-inch reflector telescope at the David Dunlap Observatory in Richmond Hill (below).

THE FIRST BLACK HOLE

~ Continued from page 1 ~

on his chosen blue star in the constellation Cygnus through the autumn nights, Bolton realized this star was indeed wobbling around an incredibly massive but invisible partner.

It was a breathless time for the young astronomer: due to deliver a paper at the American Astronomical Society convention in Puerto Rico, he was still processing the data he'd received upon his arrival. "Five minutes before I gave my paper I was revising my paper on the fly. I was sitting at the back of the room trying to get the latest data in my diagram."

Understandably, in his actual paper Bolton hadn't claimed to have discovered the first black hole, yet. But to those attending his presentation at the San Juan conference, he fleshed out the implications: this object giving off X-rays that could well be the first black hole.

Bolton knew one thing his listeners may not have. He was not the only explorer in this hunt. Shortly before the conference he had seen a preprint of a paper for the journal *Nature* by the Royal Greenwich Observatory team of Louise Webster and Paul Murdin. Established astronomers, they had also spent the fall looking at Cygnus X-1, with a larger telescope than Bolton was using. But curiously they too had hedged in their conclusions: Cygnus X-1 could be a black hole, they wrote, but they couldn't rule out other explanations based on their observations. It seemed no one was willing to stake their credibility yet: they had seen how other astronomers who had claimed they had seen black holes before had been proven wrong. The discovery would have to wait for another observing season.

Looking back Bolton admits he was naive to think he would be able to develop his observations at leisure. The idea of a race against other scientists never really entered his mind, he says. In the summer of 1972, Bolton was back at the telescope, gathering a clearer picture of Cygnus X-1, data point by data point. Calculations showed the dark companion was too massive to be anything but a black hole; Bolton even thought he could see faint emissions from stellar gas being sucked off the nearby blue star and accelerating to incredible speeds before suddenly vanishing.

And he had learned his lesson about competition. This year Bolton had a paper into the journal *Nature Physical Science* in the first week of November; it was published before the year was out. Cygnus X-1 was a black hole, he wrote, without a doubt. He would stake his entire reputation on it.

Bolton worked and wrote alone. He didn't have tenure. And what he claimed to have found would be such a strong piece of evidence for a whole line of astrophysical thinking dating back to Einstein, that it was inevitable his claim would be debated, criticized and challenged by others in the astronomical community. In the next year alone five major papers were published,

probing for flaws in his conclusions. Everyone had an opinion, it seems. At the California Institute of Technology, leading American astrophysicist Kip Thorne bet renowned black hole theorist Stephen Hawking a subscription to their favourite magazines that Bolton was right. (Hawking, who later conceded the wager, actually believed Bolton had found a black hole too but said that if black holes, the subject of his life's work, were ever found to be a chimera, he at least wanted to have something to read afterwards.)

Bolton had had some indication of what was to come shortly after the Puerto Rico conference when he was invited to speak at Princeton University's Institute for Advanced Study. There in a grand wood-lined hall, waiting to hear him, was "a sizable fraction of the biggest names in astronomy," he recalls. Among his interrogators was the institute's John Bahcall, later one of his strongest critics. "It was a bit intimidating but I survived," Bolton recalls. "But by that time I was completely confident in my observations."

Even Bahcall accepted that Bolton's discovery, if not a black hole, was certainly something unique. Other scientists were more critical: another paper that year argued that Bolton and other observers had got things totally wrong, that all their measurements were skewed because they had muffed their distance calculations. Although Bolton maintains, "I don't have any emotional stake in Cygnus X-1 being a black hole," that criticism in particular still irks him, 25 years later. "That paper was such a piece of... There was no basis for making such an argument." Nothing is ever certain in stellar astronomy. Like so much of science it is built on a complex framework of theories and assumptions, stacked more or less precariously on top of



each other. By the end of 1973 it was generally conceded that Cygnus X-1, barring the discovery of contradictory evidence, was a black hole. Bolton's observation became another piece in the framework and the astronomical debate moved on. Star explorers, unlike those on Earth, are easily forgotten, it seems — perhaps because they never have an opportunity to plant a flag.

Bolton continues to work at the David Dunlap Observatory and plans to return to teaching at U of T after a recent leave. In the two-and-a-half decades since the heady days of the early 1970s, he has accomplished much, not all of it printed in academic journals. He was a key figure in the fight to pass bylaws in his home town of Richmond Hill to keep the night sky dark, which will greatly increase the Observatory's useful life. He is involved with plans for a Canadian ultra-violet telescope. And he occasionally works with his lifelong partner in exploration: that 74-inch reflector. On some autumn nights you can still see them there, patiently mapping one more corner of the galaxy, looking for the significant, the beautiful and occasionally, just occasionally, the truly bizarre.

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BEATRICE D. TREMAINE POSTDOCTORAL FELLOWSHIP

In memory of his wife, Beatrice D. Tremaine, and to further the activities of the Canadian Institute for Theoretical Astrophysics (CITA) at the University of Toronto, Mr. Vincent J. Tremaine has made a generous contribution to establish the Beatrice D. Tremaine Postdoctoral Fellowship to honour her lifelong interest in mathematics, science and learning. Other donations have been made by alumni and associates of CITA.

Silence Has Limits: Panel

BY CHRISTINA MARSHALL

PHYSICIANS SHOULD BE REQUIRED to inform others of a patient's intent to seriously harm an individual or group if it's likely that violence could occur, according to a panel of medical experts, chaired by Professor Lorraine Ferris of public health sciences.

The recommendations by Ontario's Medical Expert Panel on Duty to Inform are intended to protect the public from serious harm, prevent patients from causing serious harm to themselves by carrying out a serious threat and to protect physicians by ensuring that there is no legal or professional liability for physicians who, in good faith, disclose that a patient has a plan to seriously harm another individual. The panel was conducted under the umbrella of the Institute for Clinical Evaluative Sciences, where Ferris is a senior scientist.

The panel's findings were released Oct. 29 and have been endorsed by

the Royal College of Physicians and Surgeons of Canada, the College of Physicians and Surgeons of Ontario, the Ontario Medical Association, the Ontario College of Family Physicians and the Canadian Medical Protective Association.

"Physicians are currently in a catch-22 situation," explained Ferris. She says a citizen's responsibility to warn of incipient harm conflicts with the medical profession's principle of confidentiality. Currently Ontario's Medical Act prevents physicians from disclosing information about the condition of a patient or any services rendered without the patient's consent.

In its report the panel concludes the Medical Act and the standards of practice set by the College of Physicians and Surgeons of Ontario should be changed to protect physicians from liability when they disclose that a patient has a plan to seriously harm another individual.

In Ontario, physicians are already required to provide information

about a patient without his or her consent under the Highway Traffic Act (medical unfitness to drive), Child and Family Services Act (child abuse), Health Protection and Promotion Act (certain infectious diseases) and Regulated Health Professions Act (sexual abuse of patients) and reports to the Workers' Compensation Board.

"The recommendations are sound and timely. They reinforce the requirements of existing law," said Professor Bernard Dickens, a noted ethicist in the Faculty of Law, following the release of the panel's report. "The limitations are not in the recommendations. They are implicit in the difficulty of applying any abstract recommendation to the very case in front of that particular practitioner."

The duty to inform project was funded in part by the Patricia Allen Memorial Fund. Allen was an Ottawa lawyer killed in 1991 with a crossbow by her estranged husband a few weeks after he told his psychiatrist he intended to kill his wife.

Tanz, Diener Family Give to CRND

TWO MAJOR GIFTS TO THE Centre for Research in Neurodegenerative Diseases will help advance future research in some of the world's most deadly and debilitating diseases.

UNIVERSITY OF TORONTO
the campaign

Mark Tanz has committed \$1 million as the lead individual gift in a campaign he is chairing to raise an additional \$10 million to support research in neurodegenerative diseases at the centre. The funds will support vitally needed research, finance laboratory operation and establish an endowment enabling the centre to invest in promising future research.

The centre has also received a \$1 million gift to create the Jenö Diener Chair in Neurodegenerative Diseases. The gift was made in memory of the late Jenö Diener by his wife Ilona, son Steven and Stevelyn Holdings Ltd., the company he founded.

The Diener chair will conduct research into the cause and cure of neurodegenerative diseases as well as train a new generation of specialists through the Faculty of Medicine. The first incumbent will be announced in early 1998.

The centre was established in 1987 as a partnership between the university, the Alzheimer Association of Ontario and private supporters. The centre's objectives are to identify causes, develop effective treatments and, ultimately, prevent and cure Alzheimer's, amyotrophic lateral sclerosis (also known as Lou Gehrig's disease) and Parkinson's disease.

Professor Peter St. George-Hyslop, director of the centre, and his team recently received international acclaim for their work in the genetics of neurological

disease. The researchers discovered that two mutated genes known as presenilins account for the majority of early-onset Alzheimer's.

Tanz, a 1952 University College graduate, has been the major community leader behind the centre's establishment. Following the 1986 death of his mother from Alzheimer's disease, he and his family pledged \$4 million to fund the centre. He also helped interest many private supporters in the project. President Robert Prichard credited Tanz's continued leadership with gaining U of T international recognition in the field of neurodegenerative disease. "All Canadians affected by these debilitating diseases will ultimately benefit from the work he has done to advance research in this area," he said.

Jenö Diener, who died in 1994, was a founding benefactor and major donor to the centre initiated

by Tanz, his business associate and friend. Dean Arnold Aberman of the Faculty of Medicine said his family's gift would support research and train a new generation of specialists. "It will help us continue to build on our strengths, with a view to meeting our goal of having an effective treatment for one, if not all, neurodegenerative brain diseases by the end of the decade."

Current Stevelyn Holdings president Steven Diener said his father became committed to assisting research efforts after witnessing the suffering of relatives and friends affected by Alzheimer's.

The fourth-leading cause of death in Western societies, Alzheimer's disease affects 300,000 Canadians annually. Approximately 6,000 others suffer from Lou Gehrig's disease, while 80,000 suffer from Parkinson's. Roughly \$3.9 billion is spent in Canada each year to care for Alzheimer's patients alone.

Ethics Chair Created

BY CHERYL SULLIVAN

A NEW CHAIR IN BUSINESS Ethics has been established at the Joseph L. Rotman School of Management. The Geoffrey R. Conway Chair in Business Ethics was created through a \$1 million gift from a group of professors and business leaders.

The gift was matched by the university to create a \$2 million endowed chair, named in honour of Geoffrey Conway, who established CUC Broadcasting Ltd. as a major force in the Canadian telecommunications industry and who was known for combining business pragmatism with high moral standards.

The chair will be associated with the Clarkson Centre for Business

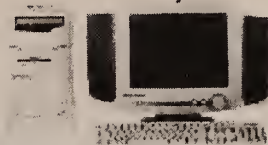
Ethics, the business school's research centre devoted to understanding the inter-relationship of economic and social performance and ethical management.

Professor Paul Halpern, the interim dean of management, praised the donors for their generosity. "The new chair is crucial to the school of management's work in business ethics and to strengthening its position as a leader in the field."

Donors included Professor Emeritus Max Clarkson, director and founder of the Clarkson centre, and Professor James Fleck along with a number of prominent Canadian businessmen: Lawrence Tanenbaum, Michael Koerner, Charles Allen, David Graham, Seymour Epstein and Ken Lefoli.

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THE CASE OF THE VANISHING TONGUE

U of T researcher helps save an endangered language

BY MICHAH RYNOR

PROFESSOR KEREN RICE OF linguistics is working to save a Canadian aboriginal language that has come perilously close to extinction.

No more than 200 Canadians can still speak the Athapaskan aboriginal language Dene (Den-Eh). Most are concentrated in two small villages: Fort Good Hope and Colville Lake in Canada's Northwest Territories. But Rice not only wants to preserve Dene with the two dictionaries she's currently editing — she also wants to help revitalize it.

By late next April, Rice and her colleagues will have finished a Dene noun dictionary, to be followed in two years by a dictionary of verbs. These will be the first Dene dictionaries ever produced that are designed specifically for the layperson. By creating easy-to-use, accessible dictionaries Rice believes Dene-speakers will find it easier to read and write their native tongue.

Some people might think a language this close to being extinct might not deserve such an effort, but Rice disagrees. "The communities themselves are asking for the dictionary. Aboriginal groups are working hard to preserve their heritage and they realize that a big

component of their identity involves their language. If they lose that they'll lose a big part of themselves."

Some communities with long histories of social unrest improved after their native language was reintroduced, Rice says. "When a language is returned to a people, communities are brought together. You even see these results in the number of kids who decide to finish

school." Just having a dictionary helps natives gain control over their own education after years of southern influence, she adds.

Rice remains realistic, however, about saving languages that are too far gone to rescue. If a language is not being passed on to the young, it can be spoken by thousands of people and still disappear, she says. It doesn't take long — as little as

a single generation. "If you can't change things after a certain time period then it's probably not worthwhile. But I've noticed that there's more Dene being used in the Mackenzie valley now than there was 15 years ago."

One of the main things working against the widespread use of Dene is that it's astonishingly difficult for English speakers to learn. Simply raising or lowering the pitch of your voice can change a word's meaning. Verbs are really challenging, Rice says.

"They not only include the main meaning of the word like 'run' or 'go' but also include the subject or the person who's carrying out the action and also who or what is being affected, plus the time at which the action takes place and exactly how the action is carried out."

"For instance, in Dene you can have a sentence that means 'I broke some sticks in half, one stick after another,' and all of that information can be included in one word. These verbs can be very long," Rice explains, "with a lot of different information. In English we'd simply use a lot of words to describe things so it's especially hard for us to learn."

Rice's team is funded by both federal and territorial governments.



Family Care Office Focuses on Recruitment

Office hopes to increase electronic presence, hold more workshops

BY JANE STIRLING

THE FAMILY CARE OFFICE IS assuming a larger role in helping to recruit faculty members, says Jan Nolan, family care adviser.

"I'm helping potential faculty

recognize the benefits of working for this university," Nolan said. "Once they've selected U of T, I'm helping them to adjust." At the request of departments Nolan meets with candidates and their families to explain the advantages in joining U of T and

in living in Toronto — advantages that include on- and off-campus services such as schools, recreation facilities and housing.

Recruitment and retention of faculty, staff and students is one of Nolan's 1997-98 priorities contained in her annual report.

The priority, Nolan noted, emanates from the provost's desire to attract and retain top scholars. Status of women officer Rona Abramovitch, who has been meeting with departments to discuss recruitment and issues of diversity, said she tells academic administrators they must do more than interview candidates. "I tell them if you want good people to apply, you've got to sell this university. And one of our selling points is a family care office that can give young faculty information and support."

Nolan's annual report includes a number of other goals for the current year including broadening her office's electronic presence. "We've found that more and more people want to access information electronically so we're trying to develop tools to help them." Her office is currently creating e-mail listservs related to child and elder care — people belonging to a listserv will receive e-mail notices related to their topic of interest. Nolan also hopes to create an electronic bulletin board for those wanting to share or to offer child care services.

Another goal is to raise awareness around the issues of job-sharing, telecommuting and flex-time. This past year she has been working with

staff in the human resources office to assist them in incorporating information about alternative work arrangements in their training programs. "We want employees to become more comfortable in requesting different work arrangements and we want departments to become more comfortable in using them."



Jan Nolan

Nolan also hopes to hold one or two workshops directed at female faculty members and female graduate students considering academic careers. Last year 150 female teaching staff — the majority of whom were junior faculty — attended a half-day of panel discussions devoted to professional and personal support. "Some of them work in departments with few female colleagues and they wanted to network with other female faculty members," Nolan said.

This fall Nolan is planning three new noon-hour seminars — on elder care, children and sports and

balancing work and family — which are open to all university members. The discussions, she said, provide useful information but can also help in coping with family difficulties. "We often get phone calls at our office when people are in the midst of a crisis. If people can get the information they need before a crisis happens, they can deal with it better or even avert it." Last year the office held 27 workshops that attracted more than 500 people.

Nolan also worked with the Department of Athletics and Recreation last year to improve access for student families. Students with children wanted more parent-kids programming time at the Athletic Centre. "If student parents can't use the facilities with their kids," she noted, "they can't use them at all." The department now offers parent-tot gymnastics, pre- and post-natal fitness and free recreational time as well as regular children's programs such as track-and-field and swimming.

Last year Nolan also coordinated workshops for students affected by the transfer of their financial support from social assistance agencies to the Ontario Student Assistance Program. As a result of the change, which meant students became ineligible for benefits such as a winter clothing allowance and dental and vision care, some student families faced considerable hardship, she noted. In the workshops university officials offered suggestions about programs that could assist the young families and budgeting advice.



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EQUITY ISSUES ADVISORY GROUP

ANNUAL REPORT

JULY 1996 - JUNE 1997



EQUITY ISSUES ADVISORY GROUP

REPORT OF THE CONVENOR, JULY 1996 - JUNE 1997

INTRODUCTION

The Equity Issues Advisory Group (EIAG) was established in the Spring of 1993. The group then consisted of seven offices (Aboriginal Student Services, Employment Equity, Personal Safety Awareness, Anti-Racism, Sexual Harassment, Special Services and Status of Women). The mandate of each of the offices includes working to ensure equity and equality of access at the University of Toronto. However, ensuring equity and equality of access is not an end in itself. Rather, it is a means to an end. The EIAG represents a strong institutional commitment to excellence. People sometimes believe that there is a tension between equity and excellence. However, the opposite is true. To the extent that systemic barriers keep certain people from either entering the University or staying in it, we limit ourselves for no good reason. When barriers are removed the pool of excellent people and of excellent ideas increases substantially. Focusing on equity is not at the expense of excellence but rather in the service of excellence. While sharing a general mandate, each EIAG office has different responsibilities, constituencies and structures. Further, these offices clearly do not reflect all of the work being done at the University with respect to furthering excellence through equity, equality and fairness.

The structure of the EIAG is a flexible one and has changed and will continue to change in order to best meet current circumstances. Offices have been added, subtracted and restructured as the University environment changes. When the office of the Family Care Advisor was established it was added to the group. The Personal Safety Awareness Office has been replaced by the Office of the Community Safety Coordinator whose role includes most of the functions of the original Personal Safety Office. The University no longer has an Employment Equity Officer. A committee, chaired by the Vice-President, Human Resources and Administration, has taken on responsibilities for employment equity. This year the committee revised and expanded the University's Annual Employment Equity Report. This report will be distributed at the September meeting of the Governing Council. The Office of Aboriginal Student Services and Programs is not currently a formal part of the EIAG. Their 1996-97 Annual Report has been published as a special edition of First Nations House newsletter, "Eagle's Cry", (vol.3, no.9 June 1997). The group met without the coordinator of Special Services, who took early retirement and has not yet been replaced. (The annual report for Special Services will be available in September 1997).

The past year's activities for each office are outlined in individual office reports. Examples of activities to which more than one office are outlined below.

JOINT ACTIVITIES

Inquiries and Complaints

Apart from the specific functions of the Anti-Racism and Sexual Harassment Offices in handling complaints of discrimination and harassment, other members of the EIAG are designated as resources under the University's Statement on Prohibited Discrimination and Discriminatory Harassment for dealing with complaints relating to breaches of the Ontario Human Rights Code. This includes complaints which are covered in specific University policies, or which straddle more than one policy, and complaints for which there is no obvious "home" within our array

of statutory resources. While most complaints are dealt with by a single office, there are often instances in which offices will collaborate or consult.

The offices which deal with a large number of complaints (Anti-Racism, Family Care, Safety and Sexual Harassment) have all noted a trend this past year with respect to the nature of the complaints they have received. These offices have experienced an increase in the number of complaints that are not directly related to the functions of the office, e.g., complaints made to the Sexual Harassment Office that are not complaints of sexual harassment, although they may be related to some form of unwelcome behaviour. It is unclear whether this perceived increase is related to the University's shrinking resources (so that complainants may not feel they have sufficient alternatives), an increase of "general" problems or simply chance. If a general problem is brought to an office as a complaint, the involvement of the office is limited. However, all of the equity offices have a mandate that includes consultation, education and prevention. If an issue is brought to an office in this context, the scope for involvement is broadened. The number of complaints with "no home" might be lessened if members of the University community, especially managers and supervisors, made more use of the consultation and prevention functions of the equity offices.

Consultation on Equity issues and Policy Development

As noted above, providing ongoing consultation and input to the University is a continuing priority for the Equity Issues Advisory Group and for each of its member offices. Our role is to participate in discussions, to draw attention to the potential impacts of particular policies and projects on the University's equity objectives and to propose ways in which these objectives might be furthered. In many instances more than one office will be involved in these discussions. This past year members of the group have contributed to a range of issues including: meeting with the Deputy Provost to discuss equity issues in the context of developing performance indicators for the University; consulting with the DAR Equity Committee and contributing to the redrafting of publicity materials for the DAR; consulting with the library administration concerning dissemination of sexual material on the Internet; making regular contributions to the Sexual Assault Support group; participating in the formation of a Working Group on Student Poverty; consulting with the Faculty of Law and the Faculty of Arts and Science with respect to aspects of combining work and family for faculty members; consulting with the International Student Centre with respect to access for families.

Education and Training

Participation in educational and training initiatives is a continuing priority for the Equity Issues Advisory Group and for each of its member offices. We have all continued to conduct our own projects; we have also worked together in a number of areas. For example, members of the group have conducted joint programs with: staff from Facilities and Services; Graduate students in Political Science including presentations to the Graduate Committee on Equity in Political Science; staff in the Division of Comparative Medicine; staff at the DAR. We participated in the development and presentation of workshops to discuss the transition of students from social assistance to OSAP. Members of the group have continued to be active in Welcome and Transition events and activities for incoming students, including New Beginnings, an event targeted at women coming to University after some time away from formal education.

Publications, Presentations and Events

Publications, events and presentations involving more than one office include: design and distribution of a safety poster; participation in December 6 and Take Our Daughters to Work; sponsorship of a half-day workshop for women faculty and librarians.

We have continued to update our Web site which is part of the University of Toronto Home Page. The site includes information about each office, publications, resources and links to other relevant services and resources at the University. The site can be found under "Services, Groups and Activities" (the specific url is: <http://www.library.utoronto.ca/www/equity/index.htm>).

PUBLIC AFFAIRS

Members of the group maintain an active dialogue with government, with media, and with colleagues in other universities. We are individually and collectively committed to open discussion and the dissemination of information about equity issues and University practices, policies and resources. Activities this year have included: equity presentations to the Annual Conference of the ACU-I (Association of College Unions - International); participation in the Conference of the International Association of Campus Law Enforcement Administrators; meeting with a consultant from the COU Status of Women Committee regarding a project on religious diversity and accommodation.

PRIORITIES/ACTIVITIES FOR 1997/1998

While each office has its own specific priorities, we will continue, as a group, to work together to ensure that we coordinate the priorities and activities of each of the equity offices to the greatest advantage of the University as a whole. In the coming year we will continue to assist the senior administration to realize the University's commitment to equity. We will maintain our focus on policy and planning, and on training. We will:

- provide consultation and training to any unit of the University on equity related issues
- support welcome and transition for entering students: continue to contribute to the development of new approaches to student orientation
- consolidate and continue progress on lesbian and gay rights
- link our activities to the University focus on the recruitment and retention of excellent students, faculty and staff
- assist in the development of workplace and organizational "best practices"
- provide advice on University planning and restructuring initiatives in order to maintain a focus on equity when decisions are made about changes to University programs, structures or human resources

Rona Abramovitch

Convenor, Equity Issues Advisory Group

COMMUNITY SAFETY COORDINATOR

REPORT FOR THE PERIOD JULY 1996 - JULY 97

The Community Safety Coordinator is responsible for coordinating ongoing education and outreach initiatives, directed at improving safety and security on campus, and for the coordination of the University's personal safety programs. The Community Safety Coordinator works closely with the University's other Equity Officers, Counselling and Learning Skills Service, Human Resources Department and the Office of Student Affairs.

The overall objectives of the Community Safety Coordinator's office are:

- a) to maintain an awareness of personal safety and ensure it is given a priority in the University community
- b) to coordinate the University's safety network to ensure an integrated and timely response to crisis situations
- c) to provide a confidential consultative service to all university community members who have personal safety concerns
- d) to work in cooperation with the University Police, Equity Issues Advisory Group, community groups and individuals, in the development and delivery of proactive programs, services and materials to reduce the threat to personal safety on campus

To achieve these objectives, the office provides:

- training sessions for community members on Nonviolent Crisis Intervention and how to effectively and safely respond to verbal and physical aggression
- communication networks to keep all affected staff and students informed about threats to their personal safety
- coordination and supervision of the Walksafer/Worksafers and Student Patrol program
- coordination of the campus Safety Audit programs and fast-tracking of improvements to physical environments
- establishment of ad hoc crisis management teams to deal with incidents or threats of harassment or violence
- briefing of potential counsellors/mediators dealing with abusive or violent persons
- staff/student perception surveys as they relate to personal safety issues and programs
- coordination of protective skills and self-defence workshops

COMMUNITY SAFETY COORDINATOR 1997-98 PRIORITIES AND OBJECTIVES

The Community Safety Coordinator has as its objectives for the year 1997-1998 the completion of projects and ongoing support of programs in the following areas:

- assistance, support and referral for members of the University community with personal safety concerns
- continuation and expansion of the training for faculty and staff in dealing with disruptive, aggressive or assaultive persons
- expansion of the enrolment, promotion and the community's awareness of the self-protection resources and self-defence classes
- coordination and supervision of the Walksafer/Worksafers Student Patrol and increase the community's awareness and use of the program
- development of training seminars and resource materials for students, faculty and staff who deal with disruptive behaviour, threats, harassment, violence, emotionally disturbed or mentally ill persons
- administration of the 1997 Ministry of Education and Training funds for programs supporting women's safety on campus.
- networking and contributing to the Equity Issues Advisory Group

ACTIVITIES JULY 1996 - JUNE 1997

The main focus of my activities during 1996-1997 involved outreach to the University community and the coordination and/or delivery of personal safety programs and

education. By working in partnership with departments/divisions, student groups, University of Toronto Staff Association (UTSA), the Women's Centre, Hart House, and other campus parties, I was able to participate in or assist with the delivery of proactive strategies and programs to enhance personal safety at the University. I plan to continue this focus on proactive educational programs and strategies in future initiatives.

The following activities are representative of the types of initiatives in which I have been involved in during the reporting period. What the list does not show is the almost daily requests for advice, referrals and assistance to community members on personal safety issues and requests.

Training sessions for community members on Nonviolent Crisis Intervention and how to effectively and safely respond to verbal and physical aggression.

- Coordinated and delivered training seminars to approximately 100 staff members from various colleges/divisions on how to effectively and appropriately deal with upset, disruptive or aggressive persons. Facilitated the six-hour course for staff in the Payroll Department, Walksafer/Worksafer, Hart House Pub, Human Resources Staff Development (staff from various University departments), OISE/UT Guidance Centre, clinic staff at the Faculty of Dentistry and administrative staff at Trinity College.

- The six-hour seminar on "Managing Aggressive Behaviour" continues to be widely accepted within the campus community and since 1992 has been delivered to over 900 staff members.

- Developed and facilitated a three-hour training session on "Conflict Resolution and Managing Aggressive Behaviour" for Student Services as part of their staff development day.

- Facilitated a three-hour session on harassment policies and workplace violence for Facilities and Services staff (Grounds, Recycling and Central Services). The University's Sexual Harassment Officer and the Race Relations and Anti-Racism Initiatives Officer also took part in this training/awareness session.

Communication networks to keep all affected staff and students informed about threats to their personal safety.

- Met with students, faculty and staff to discuss issues and specific cases where there were threats to the personal safety of persons. These meetings are normally coordinated through the individual departments/divisions, the Office of Student Affairs, Counselling and Learning Skills Office, University Police or other equity officers.

Coordination and supervision of the Walksafer/Worksafer Student Patrol program.

- Coordinated the Walksafer/Worksafer program and supervised its 25 student employees. The Walksafer/Worksafer program provides a safe alternative to walking alone on campus at night. The Walksafer teams also escort persons to nearby transit locations and their residences, if near the campus boundary. When not providing escorts, the teams patrol University grounds and building interiors. They report on safety and security occurrences such as insecure areas or suspicious incidents. These building patrols provide an additional safety resource for users of the buildings during evening hours.

During the academic year 1996-97, the St. George Walksafer Service provided 1,226 escorts. The Walksafer/Worksafer staff conducted 933 interior checks of buildings. The checks resulted in 85 reports of insecure doors and windows and 126 reports concerning interior and exterior lighting.

The Walksafer/Worksafer program continues to be a service which is relied upon by mostly undergraduate female students to enhance their safety at night. Faculty, staff and male students account for only about 10% of the requests received by Walksafer/Worksafer.

Coordination of the Campus Safety Audit programs and fast-tracking of improvements to physical environments.

- Participated in Campus Safety Audits at Emmanuel College, Koffler Pharmacy Building, Faculty of Pharmacy, Faculty of Nursing (Cody Hall and first floor), Hart House (ongoing) and the OISE/UT garage. I meet regularly with Property Management personnel and department/division heads to review recommendations on work still to be completed from previous audits.

Establishment of ad hoc crisis management teams to deal with incidents or threats of harassment or violence.

- Participated on teams to develop strategies and responses to deal with individuals who have been harassing, threatening or violent. These ad hoc teams normally involve the department/division head or designate, a representative from the Office of Student Affairs in cases involving students, a representative from Human Resources if the matter involves a staff member, the Manager - University Police Services and other person(s) deemed necessary. The team normally develops a safety plan for persons affected by the behaviour or actions of the individual, coordinated response to the issues and plan strategies to deal with the incident. The use of various University codes of conduct, the University's trespass policy and criminal proceedings have proven to be very successful in cases where these options were warranted.

Briefing of potential counsellors/mediators dealing with abusive or violent persons.

- Met on a regular basis with University counsellors and mediators to review and discuss cases of joint concern. This ongoing collaboration has resulted in a more efficient, timely and appropriate response to incidents and concerns involving personal safety.

Coordination of protective skills and self-defence workshops.

- Coordinated the protective skills and self-defence workshops. The provision of subsidized courses on self-defence and protective skills is offered to members of the campus community each academic year. During the 1996-97 academic year, 14 courses were provided to 232 persons. These courses range from eight to 15 hours in length. The courses stress awareness, avoidance and action in order to manage harassing, threatening or violent incidents.

MISCELLANEOUS ACTIVITIES

Administration of MET Campus Safety Grant

- Participated in a tri-campus committee, which provided advice and recommendations to the Assistant Vice-President, Operations and Services, on the allocation and distribution of the 1997 funds (calendar year) to support personal safety on the three campuses. The 1997 grant will support the following programs:
- funding recommendations resulting from personal safety audits
- development and delivery of personal safety

seminars, programs, self-defence and protective skills courses for members of the campus community

- development of appropriate posters, pamphlets and display materials to support personal safety initiatives
- installation of emergency telephones in various campus locations

Assistance to Deans of Residence

- Assisted residence Deans on personal safety issues and cases occurring within their areas. Participated in the "Housing Seminar" held in University College residence and presented information on "Looking for Safe Housing" to approximately 30 students. Developed and facilitated a two-hour training session on personal safety and emergency procedures for New College Porters.

Interim Room

- Participated and assisted in the Interim Room project which provides for emergency accommodation for women fleeing abusive, harassing or violent situations. Assisted in the intake of women using the room during the academic year. I am presently sitting on the planning committee to decide on a new location for the room in September 1997. The Interim Room was used by three women during the 1996/1997 academic year. The Interim Room provides an extremely valuable component to the University's overall personal safety initiatives.

Emergency Planning

- Met with two campus groups (Housing Network and Student Services) to review emergency planning and how their groups could assist in campus emergencies. Assisted the Health and Safety Committee in the McLennan Physics Building in developing plans and procedures on emergency evacuation of the building in the event of an emergency.

Contributions to the Equity Issues Advisory Group and Other Committees

- Met with members of the Equity Issues Advisory Group and participated on selected cases, programs and training.

- Collaborated with the university's Sexual Harassment Officer on numerous cases involving harassment and personal safety, two training seminars for university staff, one seminar for student orientation leaders, a new safety poster, draft guidelines for the appropriate use of information technology at Robarts Library, and the Sexual Harassment Officer's attendance and presentation at the Region 9 (Canada) Annual Meeting of the International Association of Campus Law Enforcement Administrators.

- Collaborated with the Race Relations and Anti-Racism Initiatives Officer on eight cases that involved allegations of disruptive behaviour, harassment or racial discrimination. Assisted the Race Relations and Anti-Racism Officer in one training seminar for university staff.

- Participated with the Status of Women Office on the December 6 Memorial Service and Take Your Daughters to Work Day. Collaborated on issues and requests for information concerning personal safety.

- Represented the University externally as a member of the City of Toronto's Safe City Committee. I attended monthly meetings of the Safe City Committee and I am currently chairing the subcommittee on the Safe City Ambassador Program. This program provides speakers to meet with community groups in order to discuss community and personal safety concerns and resources.

- Participated on the Security Committee at the Faculty of Pharmacy. This committee is reviewing the physical security features of the Pharmacy Building and have made recommendations to the Dean of the Faculty of Pharmacy.

- Attended monthly meetings of the University's Design Standards Committee. The committee has and continues to develop standards and guidelines to help facilitate the design, planning and execution of new construction and renovation projects. Incorporating personal safety and security features into the design of university facilities and buildings is one of the goals of the committee.

- Presently on the Harassment Work Group which is reviewing ways to address and respond to issues of harassing conduct which is not based on a prohibited ground of discrimination.

Student Affairs Open House

- Participated in the Student Affairs Open House which was held in the fall of 1996. Spoke to and distributed personal safety information and resource material to approximately 300 students.

Training - Student Orientation Leaders and Committees

- Participated in the Orientation Leaders Training which was held in August 1996. Provided safety and resource information to orientation leaders and their committee members. Discussed their responsibilities (both civil and criminal) to ensure that safe and appropriate events take place during Orientation. Prepared and distributed suggestions and guidelines on holding safe and non-offensive scavenger hunts.

Residence Dons Training

- Participated in the "Campus Resources" session during the Residence Dons training. Provided personal safety information and resource material on campus programs and services. Coordinated and participated in additional training for residence Dons at New College and Trinity College.

Orientation Week

- Assisted the Students' Administrative Council (SAC) in the coordination of events and services for Orientation Week. Participated in the SAC Carnival and I was interviewed by CIUT Radio regarding personal safety for students and the types of programs that address student needs.

- Participate in six Orientation sessions with students at the Faculty of Dentistry and Faculty of Medicine. Provided information on personal safety programs and resources on campus.

Assistance and Referral

- Provided assistance and referral to members of the University community on issues surrounding incidents of harassment, threats and violence. Assisted department/division heads in preparing strategies and responses to incidents affecting personal safety

- Approximately 60 percent of my time is devoted to cases resulting from harassment, threats and violence. The majority of these cases involve persons known to each other such as classmates or co-workers. Stalking type behaviour has resulted in several cases being referred for action under Code of Student Conduct, Criminal Courts or by using the trespass policy.

Rohypnol, "the Date Rape Drug"

- Assisted the University Police in the development of an educational program on this drug. Participated with Faculty of Nursing

students in the development, funding and printing of a pamphlet on Rohypnol. Distributed 2,500 pamphlets to students and student services on the three campuses. A further 2,500 pamphlets will be distributed during Orientation '97.

Emergency Telephones

- Installed new hands-free emergency telephones in parking areas situated at 246 Bloor Street West, 1 Spadina Crescent, 93 St. George Street and 124 Edward Street. Installed an emergency telephone inside Robarts Library (first floor - Adaptive Technology Resource Centre).

Health and Safety Committee Meetings

- Delivered personal safety presentations at Joint Health and Safety Committee meetings at Galbraith Building (Civil Engineering) and OISE/UT Faculty of Education. Co-chaired the U of T Police Joint Health and Safety Committee.

Erindale College - WalkSafer Program

- Assisted the Erindale Campus Police and the Erindale College Student Union on the implementation of a trial WalkSafer program (April/May 1997).

Scarborough College - Safety Committee

- Gave a presentation to the committee on the Community Safety Coordinator's mandate, duties and programs, and how my office could assist community members on all three campuses. Currently planning to work with student groups on their orientation training for student leaders.

Tri-Campus Meetings with the University of Toronto Police Management and Chief Administration Officers

- Attended the tri-campus meetings when issues of personal safety, funding for personal safety initiatives, safety policy and procedures and similar concerns were to be discussed. These meetings provide a forum where a systematic approach can be made to address and respond to community and personal safety concerns. I also assisted Erindale and Scarborough Colleges on approximately six cases involving personal safety concerns.

Liaison, Assistance and Support to University Police Initiatives

- Assisted the University Police on personal safety programs, case management and office inquires regarding community and personal safety. I also tracked criminal investigations involving personal safety issues. I attended regular meetings with the University Police management and supervisors to plan responses and initiatives concerning community and personal safety.

The Case File

- During the reporting period I was actively involved in forty four 44 cases involving threats, harassment, verbal disruption and physical violence. This compares with 23 cases handled in the seven months (December 1995 - June 1996) and reported in the first report of this office.

Cases involving criminal harassment and other forms of harassment have accounted for about fifty percent of the cases. I have worked with the Sexual Harassment Officer on a number of cases where there were elements of both sexual harassment and stalking behaviour. I collaborated with the Race Relations and Anti-Racism Initiatives Officer on eight cases involving complaints of harassment, racism and discrimination.

The principle parties (respondents) involved in the cases were as follows: students 15, staff 9, faculty 1 and others (includes visitors, former students and former staff/faculty) 19.

The cases are normally referred to my office from the following sources:

- College/faculty registrars, departmental officers, residence deans, or as part of the University Police investigation and follow-up.
- Other equity officers, Human Resources Department and the Ombudsperson's office at the request of the complainants.

Len Paris
Campus Safety Coordinator

CLASSIFICATION OF CASES	
Criminal Harassment (Stalking)	14
Sexual Assault	02
Sexual Harassment	02
Assault	05
Disruptive Behaviour	06
Harassing Telephone Calls, Letters or E- Mail	04
Threatening Behaviour/Comments	07
Indecent Acts	02
Miscellaneous	02
Total	44

FAMILY CARE ADVISOR
ANNUAL REPORT
JULY 1, 1996 - JUNE 30, 1997

INTRODUCTION

The Office of the Family Care Advisor was created in December 1993. It is funded jointly by students (through the Student Services fee) and by the University's operating budget (through the Office of the Vice-President, Administration and Human Resources). On an ongoing basis, the advisor reviews University policy, procedures and publications for their impact on those with family responsibilities and makes recommendations to deans, registrars and other administrators. The advisor acts as an advocate on behalf of University families with government and community agencies, University departments and employee and student organizations. The advisor consults regularly with these organizations to ensure that the office is meeting the needs of the University population and that a high quality of service is being maintained.

The Family Care Office consists of the advisor and a resource centre comprised of practical material on topics ranging from pregnancy and infant care to parenting, bereavement and caring for elderly family members. Services include information, referral and counselling; educational programming and training; and policy development and consultation. The Office provides several unique work/study and volunteer opportunities for students interested in undertaking research or career-related projects in family care or community services.

1996/97 was a year of considerable growth for the Family Care Office. The number of individuals and departments consulting the Office increased dramatically, as did the size and breadth of the education program. Progress was made in the adoption of "best practices" in several areas related to family care. In other situations, the Office acted as a catalyst, ensuring that coalitions were built to address complex issues.

DIRECT SERVICE

More than 600 cases were dealt with this year. This represents an increase of more

than 100 cases from 1995-96 and 200 cases over 1994-95. From May 1, 1996 to April 30, 1997, the Family Care Office dealt with 641 cases: 261 students (52 part-time undergraduates, 97 full-time undergraduates and 112 graduate students), 10 post-doctoral fellows, 249 employees (141 administrative staff, 26 unionized staff and 82 faculty members) and 121 others, including departments, alumni, media representatives, other institutions and members of the community [see Table 1]. Hundreds more attended group presentations, panel discussions and displays in which the Office took part. There has been a significant increase in the number of faculty members contacting the Office. There has also been an improvement in the number of departments consulting the Office on a range of family care issues, including maternity and parental leave arrangements, part-time leave for child care purposes, development of policies governing family use of facilities and referrals to external counselling resources for staff.

Student concerns centred around issues such as child care availability, access and quality, children's programs, family financial planning, parenting, legal assistance, housing and pre-natal health. Employees requested assistance with child care and children's programs, as well as family care leaves (i.e. maternity leave, parental leave and part-time leave for child care purposes), elder care, personal counselling and legal issues [see Table 2].

The development of an Internet site for the Family Care Office has enabled us to reach

TABLE 1 DIRECT SERVICE May 1, 1996 - April 30, 1997	
Undergraduates (part-time)	52
Undergraduates (full-time)	97
Graduate students	112
Post doctoral fellows	10
Administrative staff	141
Unionized staff	26
Faculty	82
Departments	42
Other*	79
TOTAL:	641
Total students:	261
Total employees:	249
* Other includes media, general public and queries from the University community not directly related to family care.	

TABLE 3 1996-97 Family Care Program Attendance	
# of participants	Workshop
56	Maternity Leave Planning (seven sessions)
58	Choosing Child Care That Works for Your Family (six sessions)
91	Transferring from Social Assistance to OSAP*
7	Family Budgeting*
38	Financial Survival for Student Families*
30	New Beginnings (seminar for women returning to school)*
13	The Family Dynamics of Caring for Elderly Family Members
12	The Role of the Midwife
15	Working with Your Child's School (two sessions)
9	Body Image Issues for Mothers and Daughters
6	Men and Family Life
9	Kids and Allergies
32	Help! I'm the Parent of a Teenager (Scarborough)**
13	What to do with the Kids This Summer
150	Workshops for Women Faculty and Librarians*
539 participants - 27 workshops	
* Co-sponsored by several departments and student organizations	
** Co-sponsored by the Scarborough College Personnel and Payroll Office	

more people with information about our services. The introduction of new computer technology will eventually enable the Office to communicate via e-mail lists with those who are interested in specific family care topics. Currently, we are using various electronic bulletin boards to promote our educational programming.

EDUCATION

Over 500 faculty, staff, students and their family members attended the 27 programs conducted or co-sponsored by the Office [see Table 3]. Many new workshops were added this year and a "Lunch and Learn" series was launched in partnership with the Occupational Health Service. More than half of all faculty and staff taking maternity leaves participated in the maternity leave planning sessions offered by the Family Care Advisor.

One of the highlights of the year was the creation of a half-day session designed to offer professional and personal support for women faculty. One hundred and fifty women attended workshops on Balancing an Academic Career and Family Life, Research Grants, Climbing the Administrative Ladder and Negotiating Skills. This highly successful event was a collaborative venture of the Family Care Office, the UTFA Status of Women Committee and the Status of Women Office.

Another important development this year was the transfer to the OSAP program of all full-time students formerly in receipt of social assistance. This represented a substantial change for the affected student families and often considerable hardship. In response, the Family Care Office pulled together a working group of University departments and student

TABLE 2 TYPES OF INQUIRIES	
Child care facilities/subsidies/ children's programs	54.0%
Maternity and parental leave	19.5%
Financial aid	9.2%
Work/study/family balance	7.3%
Elder care	5.8%
Relationships/support groups	5.0%
Parenting	3.6%
Legal assistance	3.1%
Housing	2.5%
Other (inc. health, general information, etc.) . .	18.8%
Note: Individual cases are often listed in more than one category.	

organizations to provide comprehensive support for the students. Three separate workshops were coordinated by the Office and attended by 136 people.

In addition to the programs sponsored by the Family Care Office, the advisor participated in the training session for new academic administrators and spoke at student orientation sessions.

ISSUES AND AWARENESS

1. Access to Services and Facilities

Over the past several years, the Family Care Office has worked with various campus services and facilities to improve access for student families. This year, most of the advisor's efforts focused on the Department of Athletics and Recreation (DAR). The advisor provided advice and support on several initiatives including pre-and post-natal fitness classes, an open house for families, policies and staff training relating to children's use of the facility and outreach to student families. DAR will be including new parent-child programs in its fall schedule, including drop-in use of gym facilities for members with their families.

The new Warden at Hart House is very sympathetic to the needs of student parents and the advisor is anxious to work with Hart House to address those needs.

2. Flexible Work Arrangements

Administrative staff have identified flexible work arrangements as an important tool in enabling them to balance work and family responsibilities. The University already has policies allowing for part-time work and flexible working hours. The Family Care Advisor has undertaken a project with Human Resources staff to raise awareness around the benefits of a wider range of alternatives including job sharing, telecommuting and flex-time. The first stage has been completed, culminating in a comprehensive presentation to personnel generalists and in the integration of information on flexible work arrangements into several other training programs offered by Human Resources. Currently, the advisor is working on draft guidelines for the implementation of job sharing arrangements.

3. Child Care

The advisor has continued to provide advice and support to the Vice-President, Administration and Human Resources, as we move through the process of developing a new child care plan for the St. George campus. The Family Care Office also facilitated meetings of the University child care centres and provided assistance to them. The Office produced and distributed a new child care brochure to market the centres to the University population. The percentage of University children in our centres improved. Child care workshops and individual consultations with the advisor are helping students, staff and faculty choose the type of care that will work for their families.

4. Maternity Leave and Related Family Care Issues

The advisor was consulted by a number of departments, faculty members, staff and students concerning maternity and child care leaves. The advisor worked with faculty members from the Faculty of Law on new maternity leave procedures relating to tenure and PTR. The advisor was also involved in drafting the terms of reference for a Family Issues Committee for the Faculty of Arts and Science. The advisor directed a research project to determine whether the University was remaining competitive with other major Canadian and American research institutions in the provision of family care policies and benefits for faculty. It is clear that the

University of Toronto is not the only university finding this to be a complex issue. This survey will be completed by August 1997 but the sharing of information and strategies with other universities will continue. Developing guidelines and procedures for maternity leaves for faculty and staff and publicizing existing procedures for students will be a high priority for the Office in 1997/98.

5. Consultations

Increasingly, the Family Care Office is being consulted by University departments and by other institutions. Over the past year, the Office provided advice to the University of Saskatchewan, Carleton University, York University, Seneca College, the Council of Ontario Universities Status of Women research project on Religious Diversity and Accommodation and the Canadian Imperial Bank of Commerce as well as individuals at McMaster University and the Addiction Research Foundation. Internally, departments and employee organizations have requested consultations regarding family factors in faculty recruitment, policy development, program development and policy interpretation. These internal consultations provide the Office with the opportunity to encourage the emulation of "best practices" that have been successfully implemented in other departments.

PRIORITIES FOR 1997/98 AND RELATED INITIATIVES

1. *Ensure that family care support is an integral component in the University's strategy for recruitment and retention of faculty, staff and students*

- enhance support to new faculty and staff prior to arrival on campus and during their first year
- develop a faculty recruitment package in collaboration with individual departments/faculties
- expand outreach to registrarial offices and other faculty-based student services offices
- provide support to the new Office of Student Recruitment

2. *Continue to raise awareness of family care issues and promote practices integral to a supportive environment*

- in collaboration with the Provost's Office and Human Resources, develop new guidelines to assist chairs and managers in handling maternity leaves and other family care issues for faculty and staff
- develop additional training and procedural guidelines for designing and implementing flexible work arrangements
- coordinate support mechanisms for groups with unique family care needs
- lobby for improved access, services and events for University families
- develop a formal protocol for handling family care cases

3. *Provide advice and support to the Vice-President, Administration and Human Resources, on child care issues*

- monitor provincial government child care policy directives and their implications for the University community
- facilitate process of reconfiguring child care on the St. George campus
- assist the University centres in achieving a higher rate of enrolment of University children
- create an electronic notice board for those who wish to share child care or offer child care services

4. *Continue to enhance direct information, counselling and referral service*

- create two new pamphlets: Kids on Campus and a guide for new parents
- implement new computer technology to enhance communication with users
- in cooperation with University Women's Centre and the Faculty of Law, investigate

feasibility of providing legal aid service on family law matters on site

- continue to expand the resources used for referrals

5. Further expand educational programming

- develop and promote educational programs on a more localized basis to increase enrolment
- organize and co-sponsor an afternoon of workshops for women graduate students planning an academic career and repeat the sessions offered to women faculty
- offer new programs tailored to the needs of employees at Erindale and Scarborough and those with elder care responsibilities

JAN NOLAN

FAMILY CARE ADVISOR

ADDITIONAL SESSIONS TAUGHT BY FAMILY CARE ADVISOR

Providing Services for Student Families, ACU-I (American College Union - International) Conference

Balancing Work and Family - A Guide to Flexible Work Arrangements, guest lecture in Organizational Behaviour, School of Physical and Health Education

Event Management and Promotional Techniques, Student Services Staff Development

Student Poverty, (Panelist and facilitator) Student Services Staff Development

Balancing Academic Work and Family Responsibilities, (Organizer, panelist and moderator) Afternoon of Workshops for Women Faculty at the University of Toronto

RACE RELATIONS AND ANTI-RACISM INITIATIVES OFFICER

FOR THE PERIOD APRIL 1, 1996 TO MARCH 31, 1997

PREAMBLE

The University established a permanent office for Race Relations and Anti-Racism Initiatives (RRARI) in January 1993 pursuant to a recommendation of a Presidential Advisory Committee and in keeping with the University's continuing commitment to sustain a learning and working environment free from discriminatory harassment and prohibited discrimination.

In furtherance of this goal, the University's Governing Council approved a Statement on Discriminatory Harassment and Prohibited Discrimination on March 31, 1994. This Statement is rooted in the Human Rights Code of the Province of Ontario (Revised Statutes of Ontario Human Rights Code, 1990) in which prohibited grounds for discrimination and harassment include race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability. While the mandate of the RRARI office includes responsibility for dealing with discrimination and harassment on the basis of race, ancestry, ethnic origin, citizenship, colour or creed, it is the responsibility of each and every member of the University community to sustain and encourage values justly residing at the core of our enterprise. The issues addressed by my office must be the concern of the entire University of Toronto community.

INITIATIVES SINCE THE 1996 RRARI REPORT

The faculties that have been at the forefront in developing outreach, recruitment and retention strategies continued to refine and expand those activities during the past year. From the outset, there has been a synergistic quality to the efforts made by these faculties to attract students from groups which are under-represented in their ranks. One example of this synergy can be found in the programs that have been developed for the mentoring and tutoring of students. The Faculty of Medicine has been willing to share its experience and expertise with others seeking to develop initiatives in this area and such collaboration has been mutually beneficial.

Partnerships that have developed informally over the last while may be entering a new phase. An example of this is the attempt by several divisions to coordinate their approach to mentoring and tutoring.

The following update since my last report provides some examples of initiatives which have been undertaken individually or on a joint basis by those faculties for which outreach, recruitment and retention policies are central to their mandate.

Faculty of Medicine

- Four years ago, the Student Affairs Office in the Faculty of Medicine began to look at ways to improve access for under-represented students in the medical program. The main focus has been on students of Black and Aboriginal ancestry. Black students have received encouragement and practical assistance from members of the Association for the Advancement of Blacks in Health Sciences (AABHS), formed in 1993 to promote careers in the Health Sciences as viable and achievable options. To this end, members of the Association have worked assiduously to motivate young Black students to stay in school, take the necessary prerequisite subjects and apply to University to pursue such careers.

AABHS and the Faculty of Medicine have designed a summer mentorship program which is unique in Canada. It exposes students to university life and provides an opportunity for them to work with mentors who are health care professionals.

When the program was launched in 1994 in partnership with the Toronto Board of Education and with the support of the Parachute Community Centre, it involved seven Black students. The 1996 summer program accepted 16 high school students in Grade 11/OAC from both the Toronto Board of Education and the Peel Board of Education. In an atmosphere that the participating students described as rigorous, stimulating and challenging, opportunities were provided for them to work with as many as 30 mentors over a six-week period. They were required to complete a research project and to present their findings orally and in writing. Students gained a Grade 11/12 credit in biology, physics, or chemistry in addition to the enriching experience which the program provides. All 32 students received a stipend, two from the Parachute Community Employment Centre and 30 from Tropicana and Alternative Youth Centre. (The financial contribution made to this initiative by the University of Toronto through a bequest administered by the Office of Admissions and Awards is recognized later in this report.)

AABHS has also been involved with the "Saturday Program" which in 1996 featured a six-week tutoring/mentoring and enrichment experience for students in Grades 9 and 10 from the Black and

Portuguese communities who were experiencing academic difficulties and were in danger of dropping out of school. One-on-one tutoring in language skills, mathematics and sciences was provided to over 30 high school students by 50 medical students acting as tutors and mentors.

The plan for 1997 is to try to accommodate as many as 65 high school students with the help of about 70 mentors from various faculties over a 10 week period. In addition, this year AABHS hopes to start a Saturday morning Science Club to be taught by Black students who have achieved success in the sciences. This club will provide hands-on experience for students aged 8-13.

- Even students already registered at the University have been able to benefit from the help available through the Student Affairs Office in the Faculty of Medicine. Five undergraduate students received assistance from faculty members, mentors and graduate students in doing independent research. Two of these students applied to medicine, one has been accepted to a graduate program and two are in their final year.

- In addition to its contribution to the success of these initiatives AABHS runs Camp Jumoke, the first Canadian camp for children with Sickle Cell Anemia. The camp was established in 1994 and seeks to address the emotional and physical well-being of children stricken with this disease, most of whom are from the Black community. Jumoke is a West African word meaning "Everyone loves the child."

- The Student Affairs Office in the Faculty of Medicine has had ongoing discussions with the Office of Aboriginal Student Services and Programs (OASSP) and the Toronto Board of Education with respect to the traditionally low representation of Aboriginal students in that faculty. With the assistance of these two partners, the Student Affairs Office attracted three Aboriginal students to a mentoring program which saw Aboriginal mentors and elders with expertise in various health care areas give generously of their time.

The Student Affairs Office expects to attract greater numbers of students to all of these programs in 1997 and has invited all school boards in the Greater Toronto Area to participate by identifying and referring prospective students.

It has also instituted a tracking system to determine how much of an impact the experience at U of T has had on the students' future plans. For example the three Aboriginal students who participated in the mentoring program last year are known to be doing well in high school and plan to return this year to work in a research setting.

- Another interesting partnership has been established through a collaborative exchange with Temple University in Philadelphia. Last year, Temple provided funding in the form of board and lodging to one of the mentors in the summer program run by the Faculty of Medicine here. Students from Temple participated in basic science laboratories for eight weeks at the University of Toronto during the summer last year. Plans are being considered to increase the number of students from Toronto who will participate in this exchange this summer.

Faculty of Law

The Faculty of Law is also making a significant contribution to diversity at the University of Toronto. Many of the initiatives which I described in my 1996 report have been refined and are continuing.

Using information requested from the U.S.-based Candidate Referral Service of Law Services, the Dean of the Faculty has written to all candidates identified as being of Black or Aboriginal ancestry whose scores on the Law School Admissions Test were within a range acceptable to the Faculty. These candidates were all encouraged to submit applications to the Faculty. When offers of admission are made, the Dean himself follows up with a telephone call to the successful candidates.

The Faculty of Law has a very successful Mentorship Program in place for its students which provides them with the opportunity to establish informative ongoing relationships with alumni. Students are matched with alumni based on areas of common interest.

The Faculty also participates in a Summer Mentorship Program. Two first-year law students were hired to organize the program for 12 secondary school students in the summer of 1996.

This new program was run in partnership with the Toronto Board of Education and is intended to provide enrichment opportunities for visible minorities particularly those of Black ancestry and the economically disadvantaged.

Feedback from participating students, student mentors, members of the Faculty and the profession has been so positive, that the Faculty plans to offer a similar program to 20 high school students this summer.

Last year the Faculty also continued its outreach activities with undergraduate groups both within and outside the University of Toronto.

The Faculty plans to continue its dialogue with the African Canadian Student Association at the University of Toronto and in addition is establishing contact with groups of potential applicants at other universities. In November 1996, Faculty members held an information session at McMaster University for members of the African Caribbean Association. In January 1997, the Chair of the Faculty's Admission Committee and a first-year student went to Montreal to meet with members of the Black Students' Association at McGill University. Plans are under way to conduct similar visits to Queen's University and the University of Western Ontario.

The Faculty has involved its minority students in all of the outreach and mentoring programs with beneficial results. For example when the Canadian Association of Black Lawyers held its first conference in Toronto in January 1997, four students accompanied the Assistant Dean and Director of Admissions to that event and helped to distribute information on the Summer Mentorship Program.

Earlier this year, I was given a unique opportunity to interact with persons in the legal profession. In consultation with the Assistant Dean and Director of Admissions I participated in discussions to help in the design of an "Equity Project" in celebration of the Bicentennial of the Law Society of Upper Canada (LSUC). The project is intended to increase diversity within the legal profession "by providing continuing mentoring for students from minority backgrounds or with special needs throughout their legal education and early years of practice."

The Canadian Bar Association Ontario (CBAO) has been approached by LSUC to assist with this project and universities in the province are reviewing ways in which they can participate.

I was asked to convey to the project participants that the Faculty of Law at the

University of Toronto would be willing to advertise the project and assist in the finding of mentors by suggesting the names of lawyers who could be approached.

CBAO has enjoyed overwhelming success with its own "Lawyer to Lawyer Network," a mentoring program for lawyers and law students launched almost two years ago.

Faculty of Social Work

The Faculty of Social Work has adopted what it describes as a multi-level and multi-model approach to the promotion of diversity. By that the Faculty means that its activities include changes in governance structures, student recruitment and retention, Faculty development, curriculum development and community linkages and outreach.

AMNI (Anti-racism, Multiculturalism and Native-Issues), as the initiative is named, is headed by an academic coordinator who is a member of the Dean's management team and a member of the structure of governance in FSW. An annual budget of \$25,000 has been allocated to the AMNI Centre for fundraising efforts.

In the area of student recruitment the Faculty has done a number of very significant things. It has joined in partnership with the Faculty of Medicine to develop a Summer Mentorship Program for 10 high school students in their senior years. It is proposed to extend the program over a nine month period so that those who were mentored over the summer could in turn become mentors to some of their younger colleagues. This program is being coordinated by a second-year Social Work student as her practicum, with the Admissions Office. The Faculty continues its work with First Nations House to attract more Aboriginal students. Recruitment efforts at FSW have taken on a continental focus as the Admissions Office at FSW has sought assistance from equity recruiters in the U.S. at Case Western Reserve and Syracuse University in the promotion of its program. Attempts are being made to extend recruiting activities to Mexico and Latin America.

Attention has also been given to Faculty development during the past year. Financial support from the Bertha Rosenstadt fund was used last May to put on a joint workshop focusing on cultural competence in graduate education with the Department of Behavioural Science.

A search is being conducted for a faculty member with expertise in issues of diversity, who will be jointly appointed to Social Work and Women's Studies.

The presence of the AMNI Centre on the ground floor of the newly renovated Faculty office should enhance community linkages and outreach. The Centre is developing a resource library with the underlying theme of knowledge construction from grass root activities. The United Way of Greater Toronto has promised to donate its collection of materials on anti-racism and multiculturalism to the Centre.

An Advisory Committee consisting of faculty, students and a cross section of the Metropolitan Toronto community will meet on a regular basis to plan the Centre's activities. The Centre is also forging ties with the newly established Centre for Excellence in Research on Immigration Settlement (CERIS), which is housed in the Faculty of Social Work. CERIS is an extension of the Metropolis project of the Canadian government.

Faculty of Applied Science and Engineering Since its establishment in 1990, Science Outreach has attracted thousands of young

students. This initiative by the Faculty of Applied Science and Engineering aims to educate and inspire young minds in the areas of engineering, science and technology. While sustaining the quality and excitement of the base programs for which it has become known, Science Outreach offered new services last year.

In addition to the workshops and camp programs from previous years, three new initiatives, A March Break Camp, an All Girls Camp and a Scarborough branch of the Summer Day Program were added. By the end of the programming year Science Outreach had involved 18,000 students in the Greater Toronto Area and in Northwestern Ontario.

While the initiative in Northwestern Ontario involves native students, the other programs strive to attract students from all backgrounds, and partial bursaries were given to 24 campers so that they could attend a week of camp.

Despite the success that organizers of the program have enjoyed they are very aware of the likelihood of new challenges in the future. Patrons of the program, such as schools, have all received budget cuts and teachers are finding it increasingly difficult to actively contribute to its promotion. The Director suggests in his annual report that the private sector may have to play a larger role in future if the program's viability is to be assured.

The 1996 Summer Mentorship Program, assisted by a grant from the Canadian Association of College and University Student Services, proved to be an enriching experience for participants. Once again, students identified with the assistance of the Toronto and Peel Boards of Education received mentoring and tutoring instruction to prepare them for the critical transition from high school to the post-secondary system.

Some students who participated in the program the year before have now successfully completed first year while others are applicants for September 1997.

Outreach to Aboriginal communities in Northern Ontario continued in 1996. In March 1996, trips were made to James Bay and educational officials in Attawapiskat, Moosonee, Moose Factory and Timmins met with University of Toronto representatives. The University was also represented at a conference in Thunder Bay sponsored by the Canadian Aboriginal Minerals Association, the first international conference of its kind bringing together participants from Indonesia, Australia and Papua New Guinea. There was great interest in the concept of First Nations management of their mineral resources. As the AMIK program in the Engineering Faculty, which seeks to attract Aboriginal students, becomes more successful, the University of Toronto may become one source of the trained professionals who could make this goal a reality.

OTHER INITIATIVES AND PARTNERSHIPS

New College

Last year, two students at New College developed a pilot mentorship program for students of Black or African ancestry at Eastdale Collegiate and Flemington Elementary School. The former Principal of New College had established contacts in these schools and his overtures have been continued and supported by both the current Principal and Registrar.

In addition to these efforts at Outreach, New College has established a New Connections Mentoring Program which brings senior

students at the college together with newly admitted students, a New Links Career Mentorship Program which matches senior students with New College alumni in the workplace and "New College Moms," a support group for students who are parents and in some instances the sole providers for their children

A report on the social and academic events that occurred over the past year will be published by the end of the summer of 1997.

Transitional Year Program (TYP)

As a special access program for adults who do not have the formal educational qualifications for entrance to the University, TYP, has since 1970, facilitated the admission of many Black and Aboriginal students to this and other universities.

In a review of TYP and the Steps to University Program published in January 1997, the current Director whose second term expired in June 1997, is praised for having brought greater stability to the program, making it available to a wider clientele and expanding it to include Steps to University.

Nevertheless the review concluded that the program needs "to build on its inherent strengths to establish closer connections with the University and the broader community in part to alleviate this Committee's (as well as past reviewers') strong concerns about the programs' isolation."

Former graduates of TYP agree that the program is not sufficiently well known in the communities it was designed to serve. It seems clear from the review that more imaginative methods of publicizing TYP must be found if we are to maximize its appeal. I am very much in support of recommendations to produce an information booklet for guidance counsellors and to coordinate publicity more systematically with the Pre-University Program.

Many TYP graduates face a difficult transition from an atmosphere in which they have developed strong bonds with one another and with their tutors to a faculty and college system in which they do not feel themselves to be full members. As the review points out "Once in the Faculty, some alumni spoke of feeling ostracized and being viewed as students who were substandard and who had obtained admission through the back door." This situation requires urgent attention.

There should be quick action on the recommendation to establish a working group to find ways of forming closer ties and more formal links between TYP, the Colleges and the Faculty of Arts and Science and in so doing, establish a greater level of respectability for the program.

The 1996 TYP annual report describes the continuing collaborative effort by TYP and the Toronto Board of Education to convince students at high risk of dropping out of high school to consider the completion of high school and eventual university attendance as genuine options.

The Steps to University Program is designed for this purpose with University instructors working in association with high school teachers to offer SOC 101Y and PHL 247F at West Toronto Collegiate Institute and Monarch Park Collegiate Institute, two schools with a large presence of students from economic and social categories not well represented at University.

Thirteen students at West Toronto and 17 students at Monarch Park completed SOC 101Y with average grades of 73.6% and 64.6% respectively. Six students at West

Toronto completed PHL 247 with average grades of 70.2% while the six who completed and passed the course at Monarch Park earned an average grade of 79.3%. For the 1996 W session, the Steps program was expanded to five schools with Parkdale Collegiate Institute, Bloor Collegiate Institute and Rosedale Heights Secondary School added to the list.

In terms of the 1996 W incoming class of TYP students, of the 66 admitted, 26 (39.4%) identified themselves as Black, 17 (25.8%) as Aboriginal and 14 (21.2%) as white. TYP is clearly providing opportunities to a broad spectrum of applicants, some of whom are outside of its original mandate but no less deserving. To varying degrees all of the programs outlined above contain outreach, mentoring and tutoring components which are essential to their success. This list is not exhaustive but represents the best known and most rewarding initiatives in this area. I would urge readers of this report to make me aware of similar initiatives in their own divisions.

International Student Centre (ISC)

ISC is currently confronting a problem which may be a hold over from the period many years ago when this service was known as FROS, Friendly Relations With Overseas Students. Its present name has done little to dull the perception that the Centre is the exclusive domain of international, that is, foreign students. While the Centre does provide numerous specialized services for international students, all students at U of T are welcome and in fact much of what it offers by way of programming is relevant to our very diverse student body.

ISC has therefore embarked on a program of public information to make the student body aware of such things as the large number of student groups of different cultural backgrounds making use of its facilities and the existence of a cross cultural counselor whose expertise is available to all students, including Canadians, adapting to a new environment or wanting advice on how to deal with issues of cultural difference.

A change of name for the Centre to suggest a mandate inclusive of all students is being considered.

Specific initiatives undertaken during the last year at ISC include "Where in the World," a work/study abroad fair; as well as a series of workshops on aspects of working outside Canada; "International Days," a two day event involving the display of cultural artifacts by 23 student groups; and the co-sponsorship with SAC and the University of Toronto Gospel Choir of events in celebration of Black History Month.

Ethnocultural Academic Initiatives Fund 1996-97

Many of the initiatives described in this report owe their genesis in part to financial support from this fund which supported twelve projects in the fiscal year 1996-97 at a cost of \$86,723.

An examination of the allocations for 1996-97 shows that the Faculties of Medicine, Law and Social Work were given funding for important projects.

Recruitment campaigns such as one directed at Aboriginal street youth by First Nations House and the effort by TYP to recruit beyond the Greater Toronto Area were also given generous support.

This fund continues to make an important contribution to the effort to achieve greater diversity at the University and to support the changes in curricula which contribute to this process.

The many allocations to projects directed to Black and Native communities are indicative of a serious commitment by the senior administration to address the needs of an increasingly multi-racial and multi-cultural community.

This fund deserves the strong support of every sector of the University community and should be increased as soon as the University's fiscal outlook improves. Judging by the number of applications to the fund which the Provost's Office has received since its introduction, I suspect that there are other worthwhile initiatives which will benefit from its expansion.

CURRICULUM CHANGES

A number of significant developments have taken place in the last year under this heading. The University of Toronto at Scarborough continued to utilize the \$400,000 received from the federal Department of Heritage to seed the funding for a lectureship in the Arts in a Pluralist Society.

Over the past year a Steering Committee comprising students, members of the arts communities, members of the University of Toronto and representatives from the community have worked to create an advisory structure for the project which, as an addition to the Cooperative Program in Arts Administration, "will foster an environment that sustains artistic expression in all its diversity and support the development of a new area of study and professional practice within arts management."

The Program hosted a speaker series in January, February and March of this year with presentations on Racial Equality in the Arts in Canada: Past Performance, Future Prospects, Culture and the Information Highway: Cultural Policies for the 21st Century and Cultural Policy in a Mike Harris Ontario.

The University of Toronto at Mississauga created a Principal's Multicultural Advisory Committee in the fall of 1996. Its mandate includes an undertaking to identify curricular and campus environment issues.

In an attempt to enrich the cultural diversity of the curriculum funding has been targeted to support the following courses FRE 190Y (Aspects of French Cultures) HIS 393S (Slavery in the American South) and ENG 253Y (World Literature in English). Courses with similar ethnocultural content have been introduced over the past two years in the Social Sciences Division.

The Committee's mandate is long term and I have no doubt that further recommendations intended to diversify the curriculum will emerge before its task is completed.

Several new initiatives have taken place on the St. George campus that deserve mention.

The Faculty of Social Work (FSW) has proposed significant changes to its curriculum based on a review conducted in 1995. The idea of a "diversity assignment" has been introduced. This will permit students to explore intersecting diversities such as race, gender, sexual orientation, class, immigrant status etc. and in so doing prepare them more adequately to function in social work domains which require skills in these areas. In fact the general objectives of the FSW curriculum have been amended to read: "prepare students for culturally competent anti-racist and anti-discriminatory social work practice in diverse communities."

The special committee of students and faculty which approved this change of wording

has also recommended that the two required courses and the field practicum at the MSW II level should treat the issue of diversity as integral parts of the courses and that this intent should be clearly mentioned in the course outlines. Integration of diversity content in all the elective courses has also been recommended and implementation is underway. It is very gratifying to see the extent to which AMNI content is becoming central to the purpose of a faculty that prepares its students for a uniquely important function in the larger society.

The Committee to Review the Transitional Year Program and the Steps to University Program found that while most students were highly satisfied with TYP's teaching methods and course content, they would welcome more emphasis on native and African-Canadian issues; a viewpoint which was not confined to students from those backgrounds.

I support the Committee's recommendation that an exploration should be undertaken to see if there may be possible connections between TYP and recently established programs in the Faculty of Arts and Science such as African, Caribbean and Aboriginal Studies.

The Faculty of Arts and Science's listing of new courses for 1997-98 includes several which deal with topics of interest to those seeking a more diverse curriculum. HIS 370H (The Black Experience in the U.S. since the Civil War), HIS 406Y (Race Relations in 19th Century America) and HIS 494 (Kinship, Slavery and Citizenship in West Africa) are examples in this category.

Two professors in the Department of Sociology have developed a graduate level course (SOC 6109S - Race and Ethnicity in Society) with support from the Ethnocultural Academic Initiatives Fund. As the only such graduate course offered in Canada the course "examines race and ethnicity as social phenomena, from a macro-sociological and comparative perspective."

Progress is being made under this heading, albeit at too slow a pace for some. It has been incremental and must continue, however piecemeal, if we are to achieve the goal of even greater diversity in the curriculum.

EMPLOYMENT EQUITY

Last year I reported on the decision by the University to "internalize" employment equity by distributing the responsibilities of the former Employment Equity Coordinator more widely and by embedding them within the university structure.

Since then, an Employment Equity Committee with broad representation has been formed. This Committee is chaired by the Vice-President, Administration and Human Resources, and meets regularly to oversee planning and reporting activities. Such activities are carried out through the Provost's Office for academic staff and research associates, through Human Resources for non-unionized staff and through Labour Relations for unionized staff.

The Committee has given priority to updating the annual employment equity report and providing a statistical basis for the establishment of new goals for improving the representation and distribution of groups designated in the University's Employment Equity Policy.

The University is very much aware of the fact that in the present climate, career development of staff is central to the achievement of the goals and objectives it has set itself in this area.

In an effort to maximize the potential of its existing staff complement, it has made avail-

able through the Human Resources Department a number of programs and initiatives designed to achieve this result.

Among them are the following:

- A Training and Career Development Policy for non-unionized administrative staff was approved in October 1995.
- Human Resources opened a Staff Development Resource Centre in the fall of 1996. The Centre provides career planning assistance as well as computer-based training facilities.
- Staff Development has produced a Careers Guide with information on duties and skill requirements for the major career streams, as well as sources of training in these skills.
- Staff Development now offers a course, aimed primarily at Student Services Staff, in exploring cultural differences. The content was developed in consultation with student groups at Scarborough College.
- An Orientation Guide for New Academic and Administrative Staff which provides a wide variety of information to ease the transition into the University environment.

The effectiveness of these new initiatives depends on the use made of the opportunities which they afford. All departments should be encouraged to widely publicize these opportunities and make it possible for their staff members to take full advantage of them.

Even in the light of these significant developments, the challenge of increasing in a meaningful way the representation of persons from Aboriginal and minority backgrounds in more senior administrative positions is destined to persist until such time as vigorous external recruiting is possible. In recent years the University has been constrained by difficult financial circumstances that have effected complement reduction thus limiting its ability to pursue external recruiting.

COMMITTEE AND WORKSHOP ACTIVITY

The ad hoc arrangements which I have developed with committees engaged in outreach, mentoring and tutoring initiatives continued last year. I have been in close touch with representatives from the Faculties of Applied Science and Engineering, Medicine, Law and Social Work as they have worked to forge new partnerships.

In April, I was asked to chair a meeting of faculty and college representatives called to discuss the feasibility of framing "A proposal to design a collaborative and co-ordinated approach to mentoring at the University of Toronto." Participants reacted very favourably to this proposal and further discussions are planned.

In February 1997, I was invited to become a member of the Principal's Multicultural Advisory Group at the University of Toronto at Mississauga and have since actively participated in that committee's discussions.

I served on a University committee to plan a

series of symposia on topics of mutual interest to be hosted jointly by the University of Toronto and the University of West Indies. The first in the series has taken place at the University of West Indies campus in Trinidad.

I have worked on committees formed by Police Services on the St. George campus and on the campus of the University of Toronto at Scarborough to select police officers.

I have rendered assistance to planners of events to celebrate Black History months and cultural activities of a similar nature.

In February this year I introduced the keynote speaker at a conference at Innis College on "Rescuing Graduate Studies: Equity and how to get it" and moderated one of the sessions.

Externally I have agreed to extend my membership on the Standing Committee on Employment and Educational Equity established by the Council of Ontario Universities (COU). I also participated on a steering committee for the COU Status of Women and Equity Committees in connection with a project to monitor "Keeping Equity in the Decision Making Process." This project was completed in February 1997 and its recommendations and strategies have been widely circulated within the provincial university system.

Last fall I met with the other members of the Executive of the Network of University and College Anti-Racism offices to discuss the future of the organization. We agreed that we would propose four options to members from which to choose:

- (1) revive the organization maintaining its name, focus and direction
- (2) create a new organization with a new focus
- (3) join another group with equity-based concerns
- (4) disband

Currently we are exploring the implications of all the options described and should be in a position to make a decision in the near future.

I have continued the work of providing information in workshop and counselling sessions on an individual basis and in concert with other offices within the Equity Issues Advisory Group. Examples of this activity in the past year are sessions held with staff at the University of Toronto at Scarborough and the University of Toronto at Mississauga, orientation sessions with postgraduate students, sensitivity training sessions with staff in facilities and services and discussions on a broad range of equity matters with representatives from the Women's Centre and the Department of Athletics and Recreation.

My own personal development has been enhanced by this range of activities and my priorities for 1997-98 will include efforts:

- To assist in the coordination of the Outreach, Mentoring and Tutoring programs that have been developed to date and in the establishment of internal and external partnerships to facilitate this process.

- To provide assistance to individuals and departments in the investigation and resolution of conflicts and disputes with racial or ethnocultural content.
- To identify projects to be developed and determine the extent to which the RRARI office can play a role in their design and implementation.
- To continue committee activity at all levels in areas which are directly related to the work of the office.

STUDENT AID AND PROGRAMMING FOR BLACK STUDENTS

Last year I reported that a generous gift of \$150,000 per year for five years has been made to the University of Toronto by an anonymous donor to support initiatives to "attract, retain and encourage Black students."

The first installment of this gift was put to use under two main headings during the 1996-97 academic year.

In the area of student aid, 10 admission scholarships with a value of \$4,000 each were awarded. In each of January of 1996 and 1997, five students enrolled in the Transitional Year Program received bursaries of \$3,000. Two graduate students received scholarships of \$12,000 each. These awards are renewable for up to three more years of study. Four students participating in the University of the West Indies Exchange received assistance totaling \$6,000.

In the area of mentorship and recruitment support was provided to the Faculty of Medicine Mentorship Program to grant honoraria to University of Toronto students who served as mentors to Black high school students. Small awards were given to the students themselves. New College also received assistance for its mentorship program which focused on students at Eastdale Collegiate in Cabbagetown. Funds were provided in 1996 for two students, one from New College and the other, a recent graduate of Eastdale who was entering first year at New College, to prepare a design for a mentorship program.

In the year to come, I expect the University to attract many more deserving Black students as a result of this targeted support.

THE CASE FILE

Tables 1 and 2 below provide comparative data for 1995-96 and 1996-97 by source of complaint and constituencies identified in the complaint. The data for both periods cover a 12 month period.

Of the 40 formal complaints received, 24 have been dropped and 10 are in progress.

Of the 45 informal complaints received, 27 were from individuals who insisted on complete anonymity. As in previous years, students filed the bulk of the complaints. Differential treatment in the classroom, lack of recognition of their efforts and harassment by fellow students allegedly on the basis of race, ethnicity or cultural background were

the reasons most often cited in their complaints.

In the administrative area, complaints centred around behaviour considered to be inappropriate. This occurred both in the unionized and non-unionized sectors. I am often approached by supervisors in the unionized area and by the complainants themselves to provide advice and direction, although I am seldom involved in the final resolution of the matter.

There is a continued fear of reprisal in both the student and administrative areas which accounts for the fact that several of those who contact me from these constituencies do so over the telephone. Even when discussions continue over several calls, there is a reluctance on the part of some to appear in person.

The fewest complaints have come from the faculty area and mainly involve individuals who perform teaching and research functions but are not in the tenure stream.

There are incidents which are not reflected in the statistical tables but which concern the office nevertheless. Graffiti is still a problem on all campuses of the University. Our growing diversity has resulted in an expanded list of racial and cultural groups targeted by racist messages.

I have had only one report of telephone harassment this past year. The campaign to make people aware of what they should do in this situation seems to have worked to deter individuals inclined to such behaviour.

There were incidents involving groups on campus which were brought to my attention. In February 1997, a display of artifacts in the Roberts Library by the University of Toronto Serbian Students' Association led to charges by members of the University of Toronto Croatian Students' Association that it was Anti-Croatian.

The Jewish Students' Union complained that literature distributed at the University of Toronto at Scarborough in December last year was offensive, hateful and anti-Semitic.

B'nai Brith contacted the University regarding an event held at the University earlier this year at which speakers, the appearance of one of whom was not publicized before hand, allegedly engaged in hate speech directed at Israel and Jews.

In many of these and other instances, the University response is made by the Student Affairs office in consultation with the RRARI office.

I continue to have the greatest cooperation from all University departments with which I am required to work.

SUMMARY

This report provides evidence of a continuing momentum towards the achievement of goals that the University set itself in the early 1990s after a thorough review of where it was at that time and where it wants to be on the question of greater access by previously

Table I										
Formal Complaints Documented and Requiring Investigation by RRARI Officer										
Source of Complaint	Constituency Identified in Complaint									
	Student		Faculty		Admin. Staff		Total		%	
	95-96	96-97	95-96	96-97	95-96	96-97	95-96	96-97	95-96	96-97
Student	8	9	13	11	10	7	31	27	70	67
Faculty	0	1	3	2	0	0	3	3	7	8
Admin. Staff	1	1	0	1	9	8	10	10	23	25

Table II										
Informal Complaints: No Specific Request for Action by RRARI Officer										
Source of Complaint	Constituency Identified in Complaint									
	Student		Faculty		Admin. Staff		Total		%	
	95-96	96-97	95-96	96-97	95-96	96-97	95-96	96-97	95-96	96-97
Student	11	12	14	10	6	5	31	27	63	60
Faculty	1	1	1	1	2	2	4	4	10	9
Admin. Staff	4	3	3	4	6	7	13	14	27	31

absent groups to all of its resources and opportunities. Slowly but surely a critical mass of individuals dedicated to the cause of helping the University better reflect the community it is intended to serve has made its present felt. A number of dedicated University employees contribute many hours above and beyond what should be considered a normal workload to ensure the success of initiatives they have had a hand in devising. There are many individuals in the Faculties I have identified with outreach and mentoring programs who deserve recognition.

One such person is Professor Jack Wayne whose second term as Director of TYP came to an end in June 1997. He has been a champion of equity causes for many years, and I should like to join those at the University who salute his many contributions, in particular, his impressive stewardship of TYP.

Every initiative described in this report requires funding from some source. There are limits to creative planning and budgeting, but we must continue to find ways to achieve our goals within the existing fiscal situation.

While the prospects of all Canadian universities brightened considerably in February with the bringing down of a federal budget that contained the best news for research in years, the provincial picture is not as encouraging. To the extent that the latter remains true, progress on several fronts will remain slow in the near term.

Even so, the University can take some pride in the fact that it continues to make progress in areas that have made a significant contribution to a level of diversity that has improved everyone's experience.

Kelvin E. Andrews
Race Relations and Anti-Racism
Initiatives Officer

UNIVERSITY OF TORONTO SEXUAL HARASSMENT EDUCATION, COUNSELLING AND COMPLAINT OFFICE

ANNUAL REPORT
1 JULY 1996 TO
30 JUNE 1997

INTRODUCTION

This year there were 217 complaints to the Sexual Harassment Office, of which 36 went through the Formal Complaints procedure. This represents a substantial decrease in the overall number of complaints, from 278 last year, and 245 the year before; and it is the first such decrease since the inception of the Policy. There is also a slight decrease in the overall number of Formal Complaints: there were 39 last year, and 35 the year before.

Thus the number of enquiries has lessened, the number of Formal Complaints has remained more or less constant, and the ratio of Formal Complaints to the total volume of enquiries to the Office has increased.

I would like to believe that these evolving figures bore some relation to the incidence of sexual harassment on campus, or to the degree to which people now understand the objectives and purposes of the Policy.

On the first question - that of the incidence and prevalence of sexual harassment on campus - I am, as I have always been, agnostic. The figures from the Sexual Harassment

Office have never represented anything beyond an account of the numbers of people who make their way to the Office. An estimate as to incidence would require a deliberate and careful piece of research, which in my view would be of minimal value. The second question interests me more as a measure of the effectiveness of the Office and of the Policy. Ideally, the information in University calendars and handbooks, and the educational work of the Office, would ensure that the complaints coming to the Office were relevant to its mandate, and that concerns of a different character would be directed in the first instance to the more appropriate administrative mechanism.

In fact there has been no appreciable change in the proportion of complaints about conduct which falls outside the scope of the Policy between this year and last year. In 1995-96 there were 31 such complaints, out of 278; in 1996-97 there were 26 out of 217. These particular statistics offer little basis for optimism. However, I take note of another comparison which I consider to have more relevance: in 1995-96, 36 complaints were dealt with through other mechanisms, 12 of them internally, whereas in 1996-97, 41 complaints were handled through other proceedings, 25 of them within the University. I regard this as significant because it represents an increasing competence and willingness on the part of my colleagues - in academic leadership rôles, in administrative management, and in Human Resources - to address and resolve issues of harassment before they escalate to the point where more formal intervention is required.

COMPLAINTS

Nature of Complaints

As noted in the Introduction, there is an increased readiness on the part of some managers and academic administrators to address issues of sexual harassment that are brought to their attention and to take preventive steps before complaints are made. I regard this as a very positive development, and one which is consistent with the spirit both of University policy and of provincial law. A corollary development is of course the increasingly complex and intractable character of the complaints coming to the Office. Cases have in general been taking longer to resolve; parties have been more likely to engage counsel; and resolutions have become more detailed and punctilious. Parties have also shown an increased tendency to engage in collateral disputes about the complaint process itself: in negotiations, for example, about the extension of time limits, about alleged breaches of policy or about the choice of representatives.

This is not a problem in itself, and the interest that either party has in fair process cannot be overstated. However, it often consumes a great deal of time, and this in turn can jeopardize the effectiveness of mediation. I have responded with a more constrained exercise of my discretion to extend deadlines, and by developing more written information. I enlarge on this below.

There has been a considerable increase in the number of complaints about harassment conducted via e-mail; I have worked closely with the Community Safety Coordinator and with other relevant offices to address these situations as they arise.

Complaints Outside the Scope of the Policy and Procedures

There has, as noted, been no proportional decrease in the number of complaints about conduct which falls outside the scope of the Policy. A certain number of such enquiries is inevitable: perceptions and definitions of both "harassment" and "sex" obviously vary. Sexual harassment is sometimes a tangential

issue in a more complex matter. Where an enquiry indirectly concerns an issue of sexual harassment, I will consult with colleagues and assist as appropriate.

However, there has been a discernible increase in the number of calls from people who already know that their concern has nothing to do with the work of the Office, but who nonetheless seek some preliminary advice or assistance on a confidential basis. In some circumstances I can offer this, but in general I discourage it: the Office is busy, and for this reason and because of more general concerns about liability, I am unwilling to get involved in issues which are outside my mandate. In these situations the office will provide referral and keep minimal records.

Case Management

Several complaints made under the Policy and Procedures: Sexual Harassment have taken up unusual amounts of my time in the last year. A number of issues which fall outside the scope of the Policy but which are nonetheless related to the wider responsibilities of the Office have likewise proved time-consuming. I have started to draft more detailed guides to the Policy as handouts to potential complainants, in order more effectively to manage my time. Members of the U of T Women's Centre Collective are working on developing the Women's Centre's own guide to making a complaint of sexual harassment, and I have been invited to offer information and comment on their materials.

POLICY DEVELOPMENT

Policy and Procedures: Sexual Harassment:

The Policy is, in my view, an effective mechanism for handling the majority of complaints within the University. However, I believe a minor amendment is required in order to enable us to deal more appropriately with cases which fall within the jurisdiction of more than one institution. A draft amendment, and the basis for adopting it, is contained in an Appendix to this report.

Notification of Human Rights Commission

complaints: I believe we need to develop some protocol for ensuring that those of us who deal with potential human rights complaints on campus are kept apprised of matters before the Human Rights Commission. In several cases in the last year I have learned only belatedly that a person seeking assistance from the Sexual Harassment Office was already in the midst of an action against the University. This has obvious implications for case management, not least of them being that where a case is before the Commission we would in general decline to address it through internal policies. I will be working with my colleagues to develop such a protocol.

Harassment Working Group: I am a member of the Working Group established by Michael Finlayson to address concerns raised by UTSA about remedies for harassing conduct which is not based on a prohibited ground of discrimination and is not therefore encompassed by current staff policies. The Working Group expects to make a report in the early fall.

Canadian Interuniversity Athletics Union

policy: I have been working with colleagues from the Department of Athletics and Recreation and Student Affairs in the University of Toronto, and from the Department of Athletics and the Department of Equity Services at the University of Western Ontario, and with staff from the CIAU, to draft a policy on harassment for interuniversity athletics meets. This policy was passed at the CIAU AGM in June, and we will continue to meet in order to design a training and implementation program.

Use of athletic facilities: I offered advice to the Acting Director of the Department of Athletics and Recreation on the implications for Athletics Centre members and staff of the provincial court ruling on toplessness and sex discrimination.

Procedural Memorandum for the Faculty of

Medicine: I worked with colleagues from the Provost's Office and the Faculty of Medicine to finalize a procedural memorandum for addressing complaints against members of the University who are working or studying in hospitals and clinics (see Appendix).

OISE/UT Procedure for dealing with com-

plaints: I worked with staff at OISE/UT to develop a protocol for dealing with sexual harassment complaints involving preservice teacher education candidates while they are working on placement in schools.

National Sport Organisations: I worked with colleagues from the School of Physical and Health Education and the Canadian Association for the Advancement of Women in Sport to develop a factsheet for National Sport Organisations on sexual abuse and sexual harassment in sport, and a guide to the training and screening of coaches and sport officials.

EDUCATION AND PUBLIC AWARENESS

Public education continues to be a priority for the Office - not least as a way of tempering some of the wilder fantasies promulgated by the news media. In the past year I have worked closely with colleagues from the Equity Issues Advisory Group and have conducted a variety of workshops and training sessions. These include projects with supervisors from the Department of Facilities and Services, with TAs and graduate students in a variety of academic departments and divisions, with staff in the Division of Comparative Medicine, the library, and the Department of Athletics and Recreation, and with a number of student groups. I have also given guest lectures in a number of classes. Information materials are distributed regularly by the Office; this year the Office of the Community Safety Coordinator and the Sexual Harassment Office produced a joint poster for display around the university.

Outside the immediate campus environment, I made a presentation on complaint management to the Campus Law Enforcement Administrators Conference in October 1996, and on sexual harassment and cultural diversity to the annual conference of the Association of Universities and Colleges International later the same month; and I facilitated a workshop on "sex in the classroom" with faculty and graduate students at Concordia University in February 1997.

I have also concentrated particular attention on a few key issues and key constituencies, as follows:

Complaint handling - managers and supervisors:

Complaints of sexual harassment in employment often overlap with other workplace issues, and necessarily become the concern of managers and supervisors. I have focused on training in this area by designing specific training in complaint and workplace management for supervisory staff. In the past year I have, with colleagues from the Equity Issues Advisory Group and specific departments, delivered a number of workshops on these topics; I will continue to treat this as a priority, because in my view comprehensive and consistent practice across the university is our best protection from external litigation.

Homophobia: As noted, complaints about harassment on the basis of sexual orientation have increased as a proportion of both Formal and informal complaints. University policy

on equity in relation to sexual orientation is, in some departments and sectors, still inadequately understood. I have taken care to ensure that the issue is addressed in all training programs and will be delivering training to selected areas where the issue has arisen over the coming year.

Working with minors: I took part in training for Summer Camp staff in the Department of Athletics and Recreation this June and will be working with colleagues to overhaul the training materials and programming, for the Camp and for other activities involving children, for the coming year. I will in particular be addressing questions of children and the law and child sexuality.

Preparing students from professional faculties for placements: In the last year a number of incidents have given rise to concern about students working on placements or on human subject research projects. I have prepared some preliminary materials in this area and will be working with colleagues from the Faculties of Social Work and Education and the Department of Family and Community Medicine to ensure that they are relevant and useful.

Student Code investigators: I have been working with colleagues from Student Affairs to develop resource materials and a training guide and will continue to deliver training for investigators dealing with complaints under the Code of Student Conduct.

Paddy Stamp
Sexual Harassment Officer

APPENDIX
Amendment to the Policy and Procedures: Sexual Harassment
The Policy and Procedures: Sexual Harassment requires a minor amendment to enable the University to decline a case that has been dealt with, or could more appropriately be dealt with, elsewhere. At present we can suspend proceedings if a matter is being dealt with under another jurisdiction, but cannot refuse a complaint that more appropriately falls within another policy or that has already been addressed through another proceeding. The need for this amendment has become evident in several cases in the last year, and the Faculty of Medicine recently issued a procedural memorandum on dealing with complaints of sexual harassment where there is shared jurisdiction with a hospital or clinic, which again warrants this amendment to University policy.

The current wording of the relevant section of the Policy and Procedures: Sexual Harassment is as follows:

101. Should the complainant make a complaint to or commence proceedings before the Ontario Human Rights Commission or commence or take steps that lead to proceedings in the courts or in any other tribunal with respect to the subject matter of a complaint being dealt with under this Policy or should the same matter be in progress of being dealt with in accordance with another established University policy or procedure including the procedures under s. 36 of this Policy, proceedings under this Policy, except any contemplated by s. 36 of this Policy, shall be suspended until the other proceedings are

discontinued or brought to a conclusion.

(Section 36 refers to administrative action taken by a Vice-President where it appears that any person may be at risk of serious physical harm).

I propose the addition of two paragraphs to s.101, thus:

Where the subject matter of a complaint under this Policy has been dealt with under another policy or proceeding and where the Vice-President is satisfied that the University has no additional or further interest or obligation in the matter, proceedings under this Policy shall be stayed. Where the respondent in a complaint under this Policy is subject to regulation under the jurisdiction of another institution in respect of the subject matter of the complaint, and where that other institution has taken carriage of the complaint, the Officer may decline to accept or to proceed with the complaint under this Policy.

SPECIAL SERVICES TO PERSONS WITH A DISABILITY

ANNUAL REPORT 1996/1997

An office to provide services to students with disabilities was established in 1980. In 1982, the government provided a designated allotment of funds to each university for either setting up or enhancing existing services. This enabled us to respond to expressed needs by employing more staff, providing a range of professional services and

purchasing adaptive equipment. The number of students with disabilities and health conditions on all campuses has increased significantly as a result.

The Ministry of Education and Training (MET) points out in its annual announcement regarding funding that universities have obligations under the Human Rights Code and that the designated allotment should not be considered to be the entire expenditure in meeting them. As the enrolment has increased, the funding has not: in fact, that to the University of Toronto decreased when the formula was changed from BIU to FTE based.

In September 1996 the Director of Special Services, Ms. Eileen Barbeau, retired and the office functioned without a director for the 1996-1997 academic year. Additional duties were taken on by all staff members who met on a weekly basis to try and resolve more difficult issues.

A review of the work and direction of Special Services was undertaken this past year in preparation for the appointment of a new Coordinator. Input was received from a diverse group of people across campus including faculty, registrars and students. Aside from a number of minor modifications, the mandate and focus of the office remained essentially unchanged. Following a number of suggestions a handbook was compiled that elaborates on the functions of the office, explains the various disabilities that we deal with and gives suggestions to faculty about ways in which accommodations might be implemented. The handbook also sets out policy and legal requirements for the

COMPLAINTS

FORMAL COMPLAINTS: 36

Constituency of complainant and respondent					
	staff respondent	faculty respondent	graduate respondent	u/graduate respondent	total
Complainant:					
staff:	8	-	1	1	10
faculty:	-	-	1	-	1
graduate:	1	2	6	-	9
undergraduate:	-	-	2	12	14
off campus:	-	-	1	1	2
total	9	2	11	14	36

Gender of complainant and respondent			
	Female respondent	Male respondent	total
Female complainant	-	24	24
Male complainant	1	11	12
total	1	35	36

Form of sexual harassment			
Part A s. 1(f)(i) promise of reward	1*	harassment based on sex	24
Part A s. 1(f)(ii) threat of reprisal	1*	harassment based on sexual orientation	12
Part A s. 1 (f)(iii) physical conduct	20*		
Part A s. 1(f)(iv) verbal conduct	32*		
sexual assault	-		
physical assault	-		

*complainants usually refer to more than one form of harassing behaviour by respondents

Outcome of Formal Complaints	
Withdrawn before stage 1	-
Resolved at stage 1: informal resolution	25
Withdrawn before stage 2	-
Resolved at stage 2: mediation	9
Withdrawn before formal hearing	-
Disposed of in formal hearing	-
Suspended during other proceedings	1
Dismissed	-
In progress	1

INFORMAL COMPLAINTS: 181

Constituency of complainant and respondent							
	staff respondent	faculty respondent	graduate respondent	u/graduate respondent	anonymous respondent	respondent off campus	total
Complainant:							
staff:	17	2	8	4	7	4	42
faculty:	-	5	3	2	-	-	10
graduate:	2	15	19	-	3	8	47
undergraduate:	6	6	10	34	3	5	64
off campus:	2	2	1	3	-	10	18
total	27	30	41	43	13	27	181

Gender of complainant and respondent				
	Female respondent	Male respondent	Unidentified respondent	total
Female complainant	9	142	4	155
Male complainant	6	20	-	26
total	15	162	4	181

Form of sexual harassment			
Part A s. 1(f)(i) promise of reward	10*	harassment based on sex	141
Part A s. 1(f)(ii) threat of reprisal	10*	harassment based on sexual orientation	14
Part A s. 1 (f)(iii) physical conduct	65*	[conduct not covered by policy	26]
Part A s. 1(f)(iv) verbal conduct	118*		
sexual assault	9*		
physical assault	4*		

*complainants usually refer to more than one form of harassing behaviour by respondents

Reasons for not using the Formal Complaints Procedure	
Fear of repercussions	15
Complaint out of time	3
Party/parties outside jurisdiction	27
Respondent anonymous or unknown	13
Behaviour outside definition	26
Criminal proceedings initiated	16
Other proceedings initiated	25
Sought advice/counselling only	47
Complaint adjudged frivolous/vexatious	1
Complaint adjudged unfounded	6
Respondent covered by collective agreement	2

University as regards disability issues. The approach of the handbook is a collaborative one which enables faculty, students and the staff of Special Services to work together to provide accommodations by which neither faculty nor students feel compromised.

Our financial resources were such that we were unable to provide any workshops or tutoring on specific strategies through our office. Students in need of such help were referred to existing workshops, the Counselling and Learning Skills Service or private tutors. The latter group were funded through the OSAP bursary or at the student's own cost. Students who had funding were well served and they were matched from a pool of highly competent and experienced tutors. However those students who did not have funding often had to deal with long waiting lists at other campus sites whose resources were also stretched.

We continued to provide in-house psycho-educational assessments to learning disabled students for the purpose of providing appropriate accommodations. We have been able to cost recover our set fee in the majority of cases, either through OSAP or private insurance. In some cases we have implemented a sliding scale payment system. No student has been denied an assessment because of inability to pay the costs.

This past year we have had considerable contact with professional faculties on campus, specifically medicine, occupational therapy, physiotherapy, engineering and education. Workshops and consultation have been provided on both academic and clinical issues. This contact has been helpful to all parties and a number of barriers appear to have been removed through opening direct lines of communication.

We have also provided input to the admissions office on behalf of prospective students who did not necessarily meet all the entry requirements. Advice was also given directly to schools, students and their parents in anticipation of admission to the University of Toronto.

Special Services is represented on the SAC Wheelchair Access Committee (SAC WAC) by Ms. Inge Martin, Occupational Therapist. SAC WAC has continued to play a significant role in increasing physical accessibility across the St. George campus by designating funds for projects (ramps, elevators, accessible washrooms, etc.) and by providing suggestions and advice to those colleges/faculties/buildings wishing to achieve greater physical accessibility.

During the 96-97 academic year, we provided services to 1,023 students, approximately the same number as last year. The number of clients has remained fairly constant over the past three years. The total number of tests written under our supervision has increased to 3,603 during the 96-97 academic year from 3,402 during 95-96. The number of tests written at Scarborough and Erindale has increased measurably while that at St. George remains constant.

The test and exam situation remains unchanged — our test site is at Robarts Library while the administrative staff work under less than optimal conditions at the Koffler Centre. The Test/Exam Office continues to use up a significant portion of the financial resources available to us. New space, however, has been secured for us which might make it possible to reduce our costs as exams will be written on a site adjacent to the Test/Exam Office. The new site will also result in a more cohesive office configuration with all of the Special Services staff working

on the third floor of the Koffler Centre. We hope this move will have a positive impact on our office in terms of efficiency and morale.

Not all those who contact Special Services are provided with service; many are referred to other divisions either because services are available elsewhere or because they are ineligible for service (i.e. don't have a disability). Of particular concern to us are people with disabilities who fall outside our jurisdiction, but for whom specialized professional services, such as those we offer, are required. Pre-University; AQ (students in Additional Qualification Courses), Continuing Education students and medical students are in this category. Currently Special Services is funded by MET to only provide services to students in credit courses.

Effective May 1, 1997, the Special Services offices at the Erindale and Scarborough campuses have officially separated from the St. George office. Erindale's AccessAbility Resource Centre and Scarborough's Access Centre have taken on individual responsibility for budget and services to students.

THE STATUS OF WOMEN OFFICE 1996-19 1997-98

ACTIVITIES FOR 1996-97 & PRIORITIES FOR 1997-98

The Status of Women Office was established in 1984 in order to address inequities experienced by women at the University and to promote policy development in areas of particular relevance to women. The mandate of the Status of Women Office is broad — it encompasses the improvement of the status of all women in the University community

(students, staff and faculty). This involves the removal of all systemic and other barriers, which in turn necessarily involves changes in policy, practice and attitude. The Office consists of myself as the Status of Women Officer and 50% of the time of an administrative Assistant to the Office.

The responsibilities of the Status of Women Office include:

- pursuing the goal of full gender equity at the University by being involved in the development of policies and practices that will contribute to this goal and by working to be an effective catalyst for change
- working, through education and advocacy, to create an environment free of sexism and heterosexism
- advising the President and other senior administrators on issues and concerns relating to the status of women at the University
- initiating and assisting research into the status of women at the University
- organizing and sponsoring activities relevant to women at the University
- communicating and working with other individuals involved in women's issues both inside and outside the University.

ACTIVITIES FOR 1996-97

Activities centred around fulfilling the responsibilities of the Office and working to achieve the priorities that had been set for the year. The central goal of the Office has been the development and monitoring of policy related to the improvement of the status of women at the University. With respect to

TEST/EXAM DATA

1995-1996 Academic Year (May 13, 1996 - May 9, 1997)

	NUMBER OF TESTS/EXAMS WRITTEN				NUMBER OF STUDENTS WHO WROTE			
	ST.G	SCAR	ERI	TOTAL	ST.G	SCAR	ERI	TOTAL
MAY '96	21	59	20	100	17	40	14	71
JUNE	146	15	34	195	90	8	14	112
JULY	69	7	8	153	47	6	7	60
AUGUST	106	8	13	127	80	7	8	95
SEPTEMBER	2	2	2	7	2	2	3	7
OCTOBER	216	74	112	402	119	33	48	200
NOVEMBER	172	42	60	274	111	27	39	177
DECEMBER	418	76	126	620	201	37	45	283
JANUARY '97	73	24	26	123	53	18	37	108
FEBRUARY	222	77	91	390	118	36	53	207
MARCH	169	30	54	253	100	17	37	154
APRIL	408	103	166	677	187	45	50	282
MAY	222	44	75	341	130	26	45	201
YEAR TOTAL EXAM	2244	561	798	3603	---	---	---	---

During Final Exams (April 16 - May 9, 1997)

435 final exams were written by 207 students on the St. George campus
147 final exams were written by 71 students on the Scarborough campus
150 final exams were written by 48 students on the Erindale campus

Volunteer Notetakers			
	St. George	Scarborough	Erindale
# of Students	122	27	48
# of Notetakers	102	46	93
# of Courses	160	49	186

NB. # of Students = # of students who requested notetaking services
of Notetakers = # of volunteer notetakers recruited
of Courses = # of courses for which notes were requested

All Campuses (Volunteer Notetakers)			
	1994-95	1995-1996	1996-1997
# of Students	184	180	197
# of Notetakers	247*	251*	241*

* Some notetakers provided notes for more than one course

CLIENT DATA 1996-1997

OF STUDENTS REGISTERED

Disability Code	Disability Classification	St George Campus	Erindale Campus	Scarborough Campus
1	Systemic or Chronic Medical	222	42	28
2	Mobility Disability	134	21	15
3	Blind/Low Vision	31	9	3
4	Deaf or Hard of Hearing	22	4	3
5	Learning Disability	431	43	29
6	Multiple Disabilities	34	4	7
TOTAL		874	123	85

NB. Please note some students receive service on two campuses

ALL CAMPUSES		
Disability Code	Disability Classification	Number of Students
1	Systemic or Chronic Medical	279
2	Mobility Disability	166
3	Blind/Low Vision	39
4	Deaf or Hard of Hearing	28
5	Learning Disability	470
6	Multiple Disabilities	41
TOTAL		1023

Computerized Notetaking			
	St. George	Scarborough	Erindale
# of Students	9	1	N/A
# of Courses	35	1	N/A

this objective I have continued to meet regularly with members of the senior administration (the President, the Provost and other Vice-Presidents and many of the Deans). I have also continued to attend meetings at which policies are being either developed or discussed (e.g., Academic Board, University Affairs Board, Personnel Policy Board, PDAD&C). I have met with members of the administration at both Erindale and Scarborough.

On behalf of the Provost, I met (for the third year) with most faculties/departments engaged in searches for new tenure-stream faculty members. The goal of the meetings is to provide advice on proactive faculty recruitment in order to expand the pool of excellent applicants from the four groups designated by the University's Employment Equity Policy. In addition to proactive recruitment, the presentation focuses on an inclusive interview process and the relationship between equity and excellence. I was involved in the development of a Web site which will provide links to academic employment opportunities of particular interest to women, visible minorities, Aboriginal people, persons with disabilities and members of the gay, lesbian and bisexual community. This site will provide opportunities for departments and divisions to post academic job opportunities as well as a resource for those looking for employment. The site will be available by September, 1997.

I was a member of a number of committees and reviews, including selection committees for the position of Director of Student Recruitment and for the Coordinator of Special Services. I participated in a review of the St. George Psychiatric Services and a review of Special Services. I participated in the Provostial Review Committee on Women's Studies. I contributed to the review of the Human Resources Department. I am the chair of a joint UTSA-University of Toronto Pay Equity Committee. At Erindale College I was a member of the Principal's Multicultural Advisory Committee. I was a member of the Research Advisory Board. I was an ex-officio member of the Faculty Council of the Faculty of Applied Science and Engineering. I also participated in the OISE/UT Equity Advisory Committee.

I met with the Advisory Committee to my office. The committee is composed of administrative staff, students and faculty from all three campuses who either represent particular groups (including UTSA, UTFA, GSU, APUS, SAC) or come as individuals with an interest in women's issues. The committee provides a forum for discussing ideas, projects and concerns.

I met regularly with my EIAG colleagues, both at formal meetings and in smaller groups that dealt with particular issues as they arose.

I met with University groups and committees dealing with women's issues, including the UTSA and UTFA status of women committees, gender issues committees in the Faculty of Law and the Faculty of Applied Science and Engineering, the Women's Centre - St. George campus. I was in regular contact with the director of the Undergraduate Program in Women's Studies and the Graduate Collaborative Program in Women's Studies. In most instances my involvement with these groups and committees has centred around both general participation and the develop-

ment of specific initiatives and projects. Examples include: developing a seminar series for engineering students focused on the transition from university to the workplace; planning events; discussing issues of combining work and family for faculty members; career development and training for administrative staff.

I provided a number of faculties with information and materials on faculty mentoring programs.

I continued to sit on the COU Status of Women Committee, as chair for the second year. Participation in forums external to the University of Toronto provides a perspective and information often quite useful in performing my job. At COU I was actively involved in the production and publication of a document entitled "Keeping Equity in the Decision Making Process: Monitoring and Strategies." In addition the Status of Women Committee produced a document containing statistical information on the status of women in the Ontario university system and a manual discussing the accommodation of religious diversity on university campuses.

Some of my activity focused on consultation and education with respect to gender and equity issues. I took part in several student orientation activities (including New Beginnings, an event focused on women coming to University after some time away from formal education), gave lectures (including a lecture on inclusive teaching in the course designed to teach graduate students to teach), made presentations and facilitated discussions on a number of occasions (including presentations to staff members in the Faculty of Dentistry; to students in philosophy and in Women's Studies). I contributed to sessions sponsored by the Faculty of Applied Science and Engineering on Research Ethics. I participated in workshops to discuss the transition of students from social assistance to OSAP. I have attended meetings of the newly formed Student Poverty Working Group. I participated in the planning of orientation for new academic administrators and for new graduate coordinators.

I was active in the continuation of "The Campaign for Positive Space" which was launched last Winter (1996). The campaign centres around the distribution of a small rainbow triangle sticker intended to enable staff, faculty and resident students to signal their support for a campus that is welcoming of sexual diversity. The stickers are accompanied by a pamphlet explaining the campaign and providing a list of relevant resources for lesbian, gay and bisexual members of the University community. The Office will continue to ensure that stickers and pamphlets are available as needed.

I was involved with the collection, analysis and distribution of data related to women's and equity issues. I responded to dozens of information requests for data on "the status of women" from both inside and outside the University. In 1994 the Faculty Association and the Personal Safety Office initiated a survey of "faculty experiences of harassing, disruptive and intimidating behaviour." The analysis of these data became the responsibility of my Office. In addition to doing a detailed analysis, I prepared a summary of the survey results that was distributed to PDAD&C by the Provost's Office. I have already made

reference to the COU report on women in Ontario universities. I was involved in the preparation and analysis of data regarding employment equity. As noted in the Convenor's Report, the University no longer has an Employment Equity Officer. A committee, chaired by the Vice-President, Human Resources and Administration, has taken on responsibilities for employment equity. As a member of this committee I participated in the preparation of a revised and expanded Annual Employment Equity Report. This report will be distributed at the September meeting of Governing Council. The report provides a detailed description of the status of women who are University employees. It provides a "snapshot" of all employees at a particular point in time, including those whom we have most recently hired. It attempts to characterize departures, promotions and kinds of training. In addition it describes the senior management of the University.

The Office continued production of an electronic newsletter. Women on the Wire - WOW. WOW contains brief articles dealing with women's and equity issues and listings of events, conferences and information of interest to university women. The newsletter is now available on the Web. It can be accessed through the University of Toronto Home Page or through the Status of Women Office Home Page. The specific url is: <http://www.library.utoronto.ca/www/wow/wowhome.htm>

I continued to deal with individual cases and complaints as they arose. The Office is not predominantly a complaints-based office. However, over the course of the year I dealt with approximately 40 "cases." The number is imprecise because it is sometimes difficult to know what to count. In some instances I received calls from individuals with questions about University policy or the treatment they had received. Approximately equal numbers of staff, students and faculty called in this context. Their issues included relationships with supervisors, intellectual property, curriculum, access to programs and facilities, compensation, termination, perceived bias in hiring and promotion practices. Some individuals called to complain about aspects of University life (events, publications) that they felt reflected or promoted gender bias. Typically my role was to provide information and advice on how to proceed, whom to contact, how to best present a position. I often worked with other members of the EIAG. In a few instances a "case" involved no more than a single phone call. More typically it involved several calls and several meetings. Apart from providing advice to individuals, the complaints aspect of my work often points to more general problems or issues that need to be addressed. In addition, the Office receives dozens of calls each month with requests for materials, resources or information.

The Office was involved in a number of events:

- A memorial event on the St. George Campus to commemorate the massacre of 14 women at l'Ecole Polytechnique in Montreal, on December 6, 1989. Events were independently organized at both Erindale and Scarborough.
- Take Our Daughters to Work. Approximately 300 girls between the ages of 9 and 15 accompanied University of Toronto staff to work and participated in job shadowing and a number of organized activities.

- For the second year the Office co-sponsored, with the UTSA Status of Women Committee, a lunch-time series for administrative and technical staff.
- The Office co-sponsored, with the UTFA Status of Women Committee and the Family Care Office an event for faculty women and librarians. Approximately 130 faculty women and librarians came to a buffet lunch and attended one of four concurrent workshops.
- I participated in the planning of a conference at the University entitled: Rescuing Graduate Studies: Equity and How to Get It.
- I participated in the celebration of 25 years of Women's Studies at the University. One event in this celebration was the Women's Centenary Lecture which is sponsored through the Office.
- I am involved in the planning of a DAR event on Active Women which will take place in the fall 1997.
- I am involved in the planning of a Social Work Symposium on "Violence in our Families and Communities" which will take place next year.

PRIORITIES FOR 1997-98

Priorities for 1997-98 include:

- contributing to policy development, meeting regularly with members of the University administration on all three campuses and attending meetings at which policies are being either developed or discussed
- continuing to provide strategies regarding proactive faculty recruitment to departments and faculties
- continuing to work on employment equity reporting
- providing an equity perspective on academic planning including revisions to White Paper plans and plans for restructuring
- following up on and initiating further discussions of faculty mentoring and administrative staff career development
- maintaining close ties to University groups and committees dealing with gender and equity issues and meeting regularly with my advisory committee
- participating in: educational activities; welcome and transition for students; training for administrators
- maintaining an ongoing relationship with the other EIAG offices to deal with specific cases, initiatives and projects and to provide a coherent view of equity issues and objectives for the University
- focusing on the data needs and data reporting functions of the Office
- organizing and/or participating in events designed to promote awareness of gender issues
- as a continuing member of the COU Status of Women Committee, maintaining a focus on gender issues in the context of the Ontario University system as a whole
- planning an effective transition of the Office from full-time to half-time

Rona Abramovitch
Status of Women Officer



LETTERS



ALL FACULTY SHOULD PAY THEIR FAIR SHARE

Sometimes through error, or even deliberately, university teachers have unfair things done to them by administrators. When I came to this university unfair treatment was not at all uncommon. Departments then had heads rather than chairs and the head had almost unchecked power over the working conditions of the department's members. We have all heard the anecdotes concerning such abuse; they are what makes these figures from our past so colourful. Colourful perhaps; but with no redress for unfair treatment it was not a very pleasant atmosphere in which to teach and research. Abuses went uncorrected because there were no mechanisms for correction.

Now, we have in place a very good grievance process that ensures when someone is treated unfairly there are regular procedures assuring a remedy. This process was negotiated by the U of T Faculty Association and is part of the Memorandum of Agreement between the association and the university.

UTFA and the administration both work hard to make the process work well. Faculty members benefit. Even those who do not have grievances benefit. They benefit because an institution where injustice has a remedy is better for it. Morale suffers where injustice can flourish unchecked.

It is the dues of UTFA members that go to support the grievance process. Professor Keith Balmain of electrical and computer engineering is not a member of UTFA and pays no dues (Dues check-off unfair, Oct. 14). Yet he, like all faculty members and librarians, benefits from there being a grievance process in place. He benefits even if he has never had to use it.

This year UTFA was able to prevent a salary rollback of the sort that the administration had been able to impose on support staff. UTFA was also able to greatly enhance our pensions. These too are benefits that were secured only given the dues of UTFA members. Yet Balmain also receives these benefits. Someone who receives benefits paid for by others can fairly be called a freeloader.

According to Balmain, asking him or anyone to pay for these benefits by contributing according to the accepted Rand formula is coercion. But he would be a coerced carrier only if he received no benefits. Since he does in fact receive benefits such as a reasonable grievance process and improved pensions, all he would be doing is paying for these things.

Balmain states he is not a member of UTFA because he disagrees with certain — unstated — UTFA policies. This strikes me as a rather silly response, whatever they are.

One doesn't change policies by resigning. To get the policies changed one should remain in the organization and work to secure the desired change. UTFA is a thoroughly democratic organization; all it would take to change the policies would be for Balmain, as a member, to convince a majority of members of UTFA council to vote against them. That is how democracy works.

FRED WILSON
PHILOSOPHY

ENFORCED DUES NOT THE SOLUTION

The current situation with regard to U of T Faculty Association dues is perceived by some to be unfair because not everyone is contributing to the cost of running the association. While I personally do not feel strongly about this (I still have a choice), I can appreciate that some colleagues do.

A proposed solution is to make paying dues, or an equivalent amount to charity, a condition for new hires. Let us examine what this would lead to a year from now, assuming the proposed arrangement was put in place today. We would have new young

colleagues who after being here for a few months began to appreciate what was happening around them. They would discover to their considerable dismay that they were the only ones who had to pay. All their senior colleagues, who would be presumably much better endowed, would not have to pay: 35 per cent of them do not now, in fact.

And that is supposed to be a solution?

UTFA needs to take a very serious look at why so many colleagues choose not to join. It is far too simplistic to assume that saving a few dollars is the main reason. I have too much respect for my colleagues to believe that. A vast majority act based on deeply held principles. I urge everyone to go back to the discussions that led to the Memorandum of Agreement (maybe *The Bulletin* can help). The view that was clearly expressed at the time was that U of T needed a strong faculty association and one whose relationship with the administration was based on collegiality. You only need to read any of UTFA's newsletters of the recent past to realize this fundamental principle appears to have been forgotten.

I am sure a majority of faculty and librarians strongly believe in

the role UTFA can and should play — the recent compensation agreement (of which both UTFA and the administration should be rightfully proud) being only one example of the importance of that role. This is the reason 65 per cent of us still choose to belong to UTFA even though UTFA's vision seems to be drifting farther and farther away from our own. I am not sure if this goodwill is going to continue much longer.

Does UTFA have a problem? It does indeed, and the problem has little to do with money.

SAFWAT ZAKY
ELECTRICAL AND COMPUTER
ENGINEERING

NO COMPULSORY DUES AGAINST FUTURE FACULTY

The renewed attempts by the U of T Faculty Association to tax the salaries of future new faculty (contrary to its previous promise never to do this) raises the issue of why don't all wish to support its attractive goal of higher income for all. Many of us feel that the faculty association has consistently opposed the sorts of rewards that will make the university a more competitive research and teaching

institution — the higher goal that will ultimately make our work more valuable to taxpayers. The faculty association consistently favours across-the-board raises over merit increases, and consistently favours increases in pensions or raises as a per cent of present salary over increases for more needy young faculty based on merit.

This frustrates many of us. First, we see some of our tenured colleagues spend much or even most of the year in vacation spots or making feeble efforts to invigorate their knowledge and research, confident that their faculty association will protect their tenure status, salaries and pensions without question. Second, we see our younger colleagues struggle for tenure recognition, often with little serious support from older colleagues in their discipline. These younger colleagues often have young families and mortgages as well as large debts incurred during their long education yet see little return in the form of merit raises. This is especially frustrating in the Canadian system where there is no reward in the form of summer

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ELI LILLY/NATIONAL CANCER INSTITUTE OF CANADA AWARDS SEMINAR

**Ben Sadowski Auditorium, 18th Floor Mount Sinai Hospital
Monday 24 November 1997**

- Chair:** Dr. Chris Paige, Vice-President, Research, Ontario Cancer Institute
Departments of Medical Biophysics and Immunology, University of Toronto
- 3:00** Welcome by Mr. Theodore Freedman, President & CEO, Mount Sinai Hospital
Greetings from Dr. Arnie Aberman, Dean, Faculty of Medicine, University of Toronto
Comments from representative of Eli Lilly
- 3:10** Introduction of Dr. Tak Mak and presentation of the 1996 Robert L. Noble Prize
Dr. Robert A. Phillips, Executive Director, National Cancer Institute of Canada
- 3:15** "Leporidae"
Dr. Tak Mak, Senior Staff Scientist, Ontario Cancer Institute
University Professor, University of Toronto
- 3:45** Introduction of Dr. Norman Boyd and presentation of the Harold O. Warwick Prize
Dr. Jim Till, University Professor (Emeritus), University of Toronto
- 3:50** "Mammographic densities and breast cancer risk"
Dr. Norman Boyd, Head, Division of Epidemiology and Statistics, Ontario Cancer Institute
Department of Medicine, University of Toronto
- 4:20** Introduction of Dr. Alan Bernstein and presentation of the 1997 Robert L. Noble Prize
Dr. Tony Pawson, Senior Scientist, Samuel Lunenfeld Research Institute,
Department of Molecular and Medical Genetics, University of Toronto
- 4:25** "Molecular genetics of blood cell development"
Dr. Alan Bernstein, Director, Samuel Lunenfeld Research Institute
Department of Molecular and Medical Genetics, University of Toronto
- 4:55** Final comments
Dr. Chris Paige, Vice-President, Research, Ontario Cancer Institute
Departments of Medical Biophysics and Immunology, University of Toronto
- 5:00** Reception in the Atrium, Ontario Cancer Institute with welcome by Dr. Alan Hudson,
President & CEO, Ontario Cancer Institute and The Toronto Hospital

LETTERS

~ Continued from Page 9 ~

salaries for those who fight for and obtain competitive research grants. Those of us who do extra work to bring research dollars to the university for precious little in the way of merit increases may have a different view of who the "freeloaders" are, to use the unfortunate phrase of the staff association president.

I will support the faculty association with reasonable dues when it defends merit at the university by advocating flexible raises and promotions. I will never support a faculty association that attempts to force a compulsory tax on the most needy and vulnerable, that is, our future young colleagues.

JOHN YEOMANS
PSYCHOLOGY

FAINT PRAISE FOR BUSH

The debate surrounding the granting of an honorary degree to former U.S. president George Bush has been characterized by polemic and mud-slinging, as a perfect reflection perhaps of current North American domestic politics. As a result I have avoided, to the greatest possible extent, being informed by either side.

When I came across Jack Cunningham's entry entitled *Worthy Recipient* (For the Record, Oct. 27) I expected to find a series of reasons why Bush was worthy of this award. Instead what I found was a series of reasons why he was not guilty of myriad charges. A negative statement does not constitute a rationale for recognition; presumably none of the other worthy nominees could be implicated in any of these "crimes" either, so how is

Bush more worthy than they?

In the end I was left wondering whether we should be taking the risk of awarding this degree to someone so closely associated with ethically questionable behaviour, guilty or not. Perhaps Cunningham might have offered a encomium instead of a forensic defence speech.

ZERA CROOK
ST. MICHAEL'S COLLEGE

ARTICLE SURELY A SEND-UP

Congratulations are due for the Swiftian piece of satire by Jack Cunningham (For the Record, Oct. 27). Ostensibly a defence of the university's decision to award George Bush an honorary degree, the column revealed its author's true intent when it cited 35,000 Iraqi deaths as one of the achievements for which the university should honour the former U.S. president. Of course Cunningham is kidding; we are a Great University after all. I look forward to similar send-ups in future issues of *The Bulletin*, defending honorary degrees to the likes of Radovan Karadzic (Defender of His People) and Augusto Pinochet (Defender of Free Markets).

JAMES REILLY
NEAR AND MIDDLE EASTERN
CIVILIZATIONS

BUSH IS WORTHY

I am absolutely appalled at the outcry by the student body, newspapers and faculty at this university with their backwards and apparently communistic stance towards former President George Bush.

Bush is clearly a worthy recipient

for an honorary degree. He has served his country and the world at large in each of his positions, namely as director of the Central Intelligence Agency, vice-president of the United States and later as president. Why must idealists label Bush in an utterly unobjective fashion as a "war criminal?" Bush has never committed an act that could be seen either as a dereliction of duty or a misuse of his authority. Bush has always acted with the utmost integrity both in the service of the United States and the world. I wish the overly idealistic, mob-following student body would lay off of Bush and pick on those more deserving of negative attention: namely, Saddam Hussein and other blatant tyrants.

It is also necessary for the student body and the student papers to explore the allegations against our own president before they pass judgement on his actions. President Prichard has, much like Bush, always acted with the best intentions of our fine institution in mind. I completely and wholeheartedly support the president in his endeavours to bring into the university funds from corporate sponsors to replace those the gov-

ernment is taking away, provided the standard operating procedure of the university has been followed, which I understand is the case.

In short, lay off the president of our university for doing the job he is supposed to do. The vehement attacks on his character and his support of this university are unwarranted and slanderous. As for the presentation of Bush with an honorary degree, I congratulate him fully; he is a good man who served his country well over more than half a century. And as for calling him a war criminal, I think that the idealists on this campus should grow up!

SENDER MACLEAN
STUDENT, POLITICAL SCIENCE AND
HISTORY

BUSH DEGREE A MOCKERY

At its Nov. 3 meeting Governing Council refused to reconsider its ill-conceived decision to award an honorary doctorate to George Bush. Opponents of this decision have offered compelling evidence of its impropriety; supporters (of whom there appear to be few) have failed either to address these objections or to provide substantive arguments to defend their case.

Opposition to this decision from both faculty and students has been widespread. This opposition includes a letter to President Prichard, signed by over 100 faculty, motions from several college councils and departments and letters signed by faculty and students in various academic units.

The university intends to award this degree at a special convocation to be held on Nov. 19 at 4 p.m. in Hart House. While we view this travesty of the university's ceremonies with alarm, we are pleased that no graduating students or more worthy recipients of honorary degrees will have their own convocation tainted by this award.

We plan to stage a peaceful and dignified walk out from this mock convocation at an appropriate moment. We urge other members of the faculty to join us. We also ask all other members of the university community to support the demonstration organized by OPIRG and other campus organizations outside Hart House at this time.

PETER FITTING, FRENCH
DAVID GALBRAITH, ENGLISH

REPORT OF THE SPECIAL JOINT FACULTY ASSOCIATION/ADMINISTRATION COMMITTEE ON THE ADVISABILITY OF MANDATORY DUES FOR NEW FACULTY MEMBERS AND LIBRARIANS (i.e., Faculty and Librarians Hired After a Decision is Reached)

The Committee has met on five occasions. Regrettably the Committee was unable to come to a unanimous recommendation regarding the proposal.

The members of the Committee unanimously agreed that it is in the best interests of the University to have a strong faculty association, and that the proposal raises important issues of fairness.

The members appointed by the Association believe that it is unfair that the costs of the benefits provided by the Faculty Association are not shared equally by all those who enjoy these benefits. The Faculty Association's solution to this problem, which it has been advised is legal, is that a policy of mandatory dues check-off (not membership) for new hires be instituted, subject to an ability to object conscientiously and redirect the dues to an appropriate charity, which leaves membership in the Association entirely voluntary. The "opt-out" formula suggested by the administration does not address the problem of the unfairness of having the majority of faculty members and librarians pay for everyone, including those who benefit from the Association's activities, but do not contribute to its expenses.

The members appointed by the administration believe i) that it is not fair to impose mandatory dues on future colleagues while leaving dues payment for current faculty members and librarians voluntary, ii) that this proposal raises legal issues and iii) that it would change the voluntary nature of the Association. As a result they cannot accept the Association's proposal and propose as an alternative an arrangement under which new hires are presumed members of the Association but with the right to opt out.

According to the terms of the Memorandum of Settlement between the Association and the Governing Council reached in June 1997, if the Special Committee report is not unanimous, either party may ask the panel of Judge Gold, Roy Heenan and Jeffrey Sack to convene a hearing and then issue a report including its opinion and recommendations on this issue and the parties agree to place the panel's report in a timely manner before UTFA Council and the Governing Council for decision.

Members of the Special Committee are:

Professor Don Dewees
Professor Brian Langille
Professor Adel Sedra

Professor Lloyd Gerson
Professor Bill Graham
Professor Al Miller

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For the Faculty Association

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EVENTS



LECTURES

Issues in Space Science.

TUESDAY, NOVEMBER 11

Marc Garneau, astronaut, Canadian Space Program. George Ignatieff Theatre, 15 Devonshire Place. 8 p.m. *St. Hilda's College Alumnae Association and U of T Alumni Association*

Subatomic Particles:

The "Stuff" We Are Made Of.

WEDNESDAY, NOVEMBER 12

Prof. Pekka Sinervo, physics; The Rise of Science and Its Effect on Culture series. Ernescliff College. 7:30 p.m. *Ernescliff*

Postcolonial Science and Technology Studies: What Are the Gender Issues?

WEDNESDAY, NOVEMBER 12

Prof. Sandra Harding, University of California at Los Angeles; first of two Wiegand lectures. Auditorium, Medical Sciences Building. 8 p.m.

Hitler, the Mormons and Jack the Ripper: How Human Nature Propels Bad Forgeries into Great Hoaxes.

WEDNESDAY, NOVEMBER 12

Kenneth Rendell, dealer in manuscripts and historical documents. Thomas Fisher Rare Book Library. 8 p.m. *Friends of the Thomas Fisher Rare Book Library*

Organ Donation Myths: What You Don't Know Can Hurt Others.

THURSDAY, NOVEMBER 13

Sandra Cressman, Canadian Transplant Games Association, and Susan Fay, Multiple Organ Retrieval & Exchange Program of Ontario; Canadian Perspectives series. Council Chamber, South Building, Erindale College. 10 a.m. Tickets \$8.

Vision for Action in the Primate.

THURSDAY, NOVEMBER 13

Prof. Mel Goodale, University of Western Ontario. 4171 Medical Sciences Building. 4 p.m. *Program in Neuroscience*

Facilitating Chance Encounters with Information.

THURSDAY, NOVEMBER 13

Eain Toms, Dalhousie University. 205 Claude T. Bissell Building, 140 St. George St. 4 to 6 p.m. *KMDI*

Can the European Union Finally Become a Democracy? The Challenge of Creating a Common Political Space.

FRIDAY, NOVEMBER 14

Prof. Michael Greven, DAAD visiting professor of German and European studies, Centre for International Studies. Conference room, Centre for International Studies, 8th floor, 252 Bloor St. W. 12 noon to 2 p.m. Registration required. *CIS*

Gold: Power and Status in Ancient Greece.

FRIDAY, NOVEMBER 14

Prof. Stella Miller-Collet, Bryn Mawr. 1074 Sidney Smith Hall. 6:30 p.m. *Fine Art*

Coptic Thebes.

FRIDAY, NOVEMBER 14

Andrew McGregor, Near and Middle Eastern civilizations. 142 Earth Sciences Centre. 6:30 p.m. *Society for the Study of Egyptian Antiquities*

Asymmetry in Works of Love with Reference to Second Person Singular.

FRIDAY, NOVEMBER 14

Prof. Robert Gibbs, philosophy. Divinity Common Room, Trinity College. 7:30 p.m. *Kierkegaard Circle*

Managing the World Ocean: Fantasy or Necessity?

SUNDAY, NOVEMBER 16

Paul LeBlond, COFRI Foundation. Auditorium, Medical Sciences Building. 3 p.m. *Royal Canadian Institute*

Erasmus, Melanchthon and the Office of Christian Magistrate.

TUESDAY, NOVEMBER 18

Prof. Em. James Estes, history. Senior Common Room, Victoria College. 2 to 4 p.m. *Reformation & Renaissance Studies*

David Milne: A Group of One.

TUESDAY, NOVEMBER 18

David Silcox, author of *Painting Place: The Life and Work of David B. Milne*; in celebration of the first anniversary of the U of T Art Centre. 179 University College. 5:30 p.m. Reservations: 978-1838.

Design in Babylon: The Power to Affect.

TUESDAY, NOVEMBER 18

Sanford Kwinter, New York. OISE/UT, 252 Bloor St. W. 7 p.m. *Architecture & Landscape Architecture*

The Meaning of Innocence: The Court, the Charter and Criminal Responsibility.

WEDNESDAY, NOVEMBER 19

Prof. George Fletcher, Columbia University; Cecil A. Wright memorial lecture. Solarium, Falconer House, 84 Queen's Park. 12:10 p.m. *Law*

Making Faces: Aesthetic Surgery and Its Origin Out of the Science Race.

WEDNESDAY, NOVEMBER 19

Prof. Sander Gilman, University of Chicago. 140 University College. 4 p.m. *Comparative Literature and History of Medicine*

On Not Writing Literary Biography.

WEDNESDAY, NOVEMBER 19

University Prof. Em. Michael Millgate, English. Alumni Hall, Victoria College. 4:15 p.m. *Centre for the Book and Friends of the Victoria University Libraries*

Gendered Alternative Styles in Engineering.

WEDNESDAY, NOVEMBER 19

Prof. Monique Frize, Carleton University and University of Ottawa; second Wiegand lecture. Auditorium, Medical Sciences Building. 8 p.m.

Women in Science and Engineering: Dare We Be Different?

THURSDAY, NOVEMBER 20

Prof. Monique Frize, Carleton University and University of Ottawa. Croft Chapter House. 12 noon to 2 p.m. *Geography and Innis*

Where Is the Knowledge in "Knowledge Media"?

THURSDAY, NOVEMBER 20

Prof. Carl Bereiter, OISE/UT. 205 Claude T. Bissell Building, 140 St. George St. 4 to 6 p.m.

The Derveni Krater: New Observations on Iconography and Origin.

THURSDAY, NOVEMBER 20

Beryl Barr-Sharrar, independent scholar. 140 University College. 4:30 p.m. *Fine Art, ROM and the Rotman Family Foundation*

Democratic Remedies for Democratic Disorders.

THURSDAY, NOVEMBER 20

Gertrude Himmelfarb, historian and social critic; first of two Allan Bloom memorial lectures. Alumni Hall, St. Michael's College. 4:30 p.m. *Political Science, John M. Olin Lecture Series and Donner Canadian Foundation*

The New Democratic Destiny of Romania.

THURSDAY, NOVEMBER 20

Petre Roman, Romanian Senate. 001 Emmanuel College. 6 p.m. *Victoria University*

Does Income Inequality Matter?

FRIDAY, NOVEMBER 21

Irving Kristol, author and social critic; second Allan Bloom memorial lecture. 3037 Sidney Smith Hall. 10 a.m. *Political Science, John M. Olin Lecture Series and Donner Canadian Foundation*

Killing and Allowing to Die: Is There a Difference?

FRIDAY, NOVEMBER 21

Prof. Richard McCormick, S.J., University of Notre Dame. Elliott MacGuigan Hall, 67 St. Nicholas St. 7:30 p.m. *Regis*

Genosensor Technology in Pathogen Detection, Clinical Diagnosis and Drug Discovery.

SUNDAY, NOVEMBER 23

Prof. Michael Thompson, chemistry. Auditorium, Medical Sciences Building. 3 p.m. *Royal Canadian Institute*

Care of the Medical Ethos: Reflections after the Holocaust.

MONDAY, NOVEMBER 24

Dr. Jeremiah Barondess, New York Academy of Medicine. Great Hall, 88 College St. 5 p.m. *History of Medicine*

The World Wide Web as a Database.

TUESDAY, NOVEMBER 25

Prof. Alberto Mendelzon, Computer Systems Research Institute; Computer Science: Its Theory, Practice, Applications and Implications series. 1105 Sandford Fleming Building. 11 a.m. *Computer Science*

Encountering a Bronze Age Megalith Culture on the Red Sea Coast of Yemen.

WEDNESDAY, NOVEMBER 26

Edward Keall, Royal Ontario Museum. 140 University College. 4:15 p.m. *Archaeological Institute of America, Toronto Society*

Astronomy and the Rise of Scientific Methodology.

WEDNESDAY, NOVEMBER 26

Prof. Ernest Seaquist, astronomy; The Rise of Science and Its Effect on Culture series. Ernescliff College. 7:30 p.m. *Ernescliff*

COLLOQUIA

Using Coherent X-rays to Study Kinetics in Solids.

THURSDAY, NOVEMBER 13

Prof. Mark Sutton, McGill University. 102 McLennan Physical Laboratories. 4:10 p.m. *Physics*

Studies of Molecularly Engineered Surfaces.

FRIDAY, NOVEMBER 14

Prof. Abraham Ulman, New York Polytechnic University. 158 Lash Miller Chemical Laboratories. *Chemistry*

Ethical Concerns in Conducting Research on the Rave Scene.

TUESDAY, NOVEMBER 18

Tim Weber, Addiction Research

Foundation. T321 Addiction Research Foundation; Meet the Researchers presentation and discussion. 4:30 p.m. *ARF and UTRS*

Rethinking Flesh and Materiality: Merleau-Ponty and Nancy.

THURSDAY, NOVEMBER 20

Prof. Véronique Fôti, Pennsylvania State University. 179 University College. 4 p.m. *Philosophy*

Seismological Constraints on the Large-Scale Structure of the Earth.

THURSDAY, NOVEMBER 20

Prof. Jeroen Tromp, Harvard University. 102 McLennan Physical Laboratories. 4:10 p.m. *Physics*

Ethical Dilemmas in Studying Hunger in the Community.

TUESDAY, NOVEMBER 25

Prof. Valerie Tarasuk, nutritional sciences; Research, Ethics, Community and Culture series. Combination Room, Trinity College. 4:30 p.m. *UTRS*



SEMINARS

Degradation of an Organochlorine Pesticide in Arctic Watersheds.

TUESDAY, NOVEMBER 11

Paul Helm, chemical engineering and applied chemistry. 119 Galbraith Building. 12 noon. *Environmental Engineering*

The Dominant of Language in the Age of Polysystemic Literature.

TUESDAY, NOVEMBER 11

Reza Baraheni, Massey College; second of four on The Archeology of Modernity. 14057 Roberts Library. 4 p.m. *Comparative Literature*

A Cellular Mechanism Governing the Severity of Some Hypomyelinating Diseases.

WEDNESDAY, NOVEMBER 12

Dr. Robert Lazzarini, Mount Sinai School of Medicine. 968 Mt. Sinai Hospital. 12 noon. *Samuel Lunenfeld Research Institute*

Environmental Risk Management Systems: ISO 14000.

THURSDAY, NOVEMBER 13

Alison Beder-Solway, Sedgwick Ltd. 2093 Earth Sciences Centre. 4 p.m. *Environmental Studies*

Bioactivation of 1,1-Dichloroethylene: Formation of Reactive Intermediates and Glutathione Conjugates.

FRIDAY, NOVEMBER 14

Dr. Poh-Gek Forkert, Queen's University. 105 Pharmacy Building. 10 a.m. *Pharmacy*

A Telomerase "Knock-Out" Mouse: Lessons for Chromosome Stability and Cancer.

FRIDAY, NOVEMBER 14

Dr. Carol Grieder, Johns Hopkins University. 2 p.m. *Samuel Lunenfeld Research Institute*

Resource Availability and the Regulation of Alpine Communities in the SW Yukon.

FRIDAY, NOVEMBER 14

Prof. David Hik, botany, Scarborough.

3127 South Building, Erindale College. 12 noon. *Erindale Biology*

Refashioning the Secular.

FRIDAY, NOVEMBER 14

Prof. William Connolly, Johns Hopkins University. 3050 Sidney Smith Hall. 2 to 4 p.m. *Political Science*

A Prophetic Centaur: Cheiron in Pindar's Ninth Pythian.

FRIDAY, NOVEMBER 14

Prof. Christopher Brown, University of Western Ontario. 144 University College. 3:10 p.m. *Classics*

"The Real Point Is Control": Barbara McClintock's Discovery of Controlling Elements.

MONDAY, NOVEMBER 17

Prof. Nathaniel Comfort, George Washington University. 968 Mt. Sinai Hospital. 11 a.m. *Samuel Lunenfeld Research Institute*

North American Buddhism at the Millennium: A Look at the Future.

MONDAY, NOVEMBER 17

Prof. Charles Prebish, Pennsylvania State University; Buddhism in North America: Historical Perspectives series. Cartwright Hall, St. Hilda's College. 7 to 9 p.m. *Trinity Divinity*

Female Necrology in the Works of Writers of Fiction in 20th-Century Iran.

TUESDAY, NOVEMBER 18

Reza Baraheni, Massey College; third of four on The Archeology of Modernity. 14057 Roberts Library. 4 p.m. *Comparative Literature*

Characterization of Mammalian Telomerase.

WEDNESDAY, NOVEMBER 19

Prof. Lea Harrington, medical biophysics. 114 Best Institute, 112 College St. 3 p.m. *BBDMR*

The Role of Opiates and Serotonin in Alcohol Consumption.

WEDNESDAY, NOVEMBER 19

Prof. Dzang Le, pharmacology. 4227 Medical Sciences Building. 4 p.m. *Pharmacology*

The Molecular Organization of Neuronal Synapses.

WEDNESDAY, NOVEMBER 19

Dr. Morgan Sheng, Howard Hughes Medical Institute. Auditorium, 18th floor, Mt. Sinai Hospital. 4 p.m. *Samuel Lunenfeld Research Institute*

Public Good or Private Greed? Building a Democratic Society.

WEDNESDAY, NOVEMBER 19

Session A: Aboriginal Sovereignty, Eileen Antone, Indigenous Education Network, OISE/UT, and George Peters, Centre for Aboriginal Sovereignty; Session B: Racism in a Neo-Conservative Ontario, Prof. Usha George, Faculty of Social Work. Innis College Town Hall. 7:30 to 9:30 p.m. *Progressive Academic-Activist Collective, Innis College Environmental Studies Program, OPIRG and CUPE, Local 3902*

Why Parenting Behaviour Is So Difficult to Change.

THURSDAY, NOVEMBER 20

Prof. Joan Grusec, psychology. Suite 106, 222 College St. 12 noon to 1:30 p.m. *Human Development, Life Course and Aging*

Signal Transduction Cues in Developing Forebrain.

THURSDAY, NOVEMBER 20

Dr. Charles Stiles, Harvard University. 968 Mt. Sinai Hospital. 12 noon. *Samuel Lunenfeld Research Institute*

~ Continued on Page 12 ~

Awards Excellence

U T A A

REMINDER

DEADLINE FOR 1998 NOMINATIONS

5 p.m., FRIDAY, DECEMBER 5, 1997



For information or nomination forms,
please call (416) 978-6536.

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present

Two Allan Bloom Memorial Lectures

Gertrude Himmelfarb
Historian and Social Critic

**"Democratic Remedies for
Democratic Disorders"**

Thursday, November 20, 4:30 pm
Alumni Hall 400 (St. Michael's College)

Irving Kristol

Author, Social Critic, Co-editor,
The Public Interest

"Does Income Inequality Matter?"

Friday, November 21, 10:00 am
Sidney Smith Hall Room 3037

EVENTS

~ Continued from Page 11 ~

Restructuring Welfare States: The Increasing Importance of Care Work.

THURSDAY, NOVEMBER 20
Prof. Jane Jenson, University of Montreal.
Conference room, Centre for
International Studies, 8th floor, 252 Bloor
St. W. 3 to 5 p.m. *CIS and Political Science*

Bridging the Gap: Pesticide Exposure, Risk and Epidemiology.

THURSDAY, NOVEMBER 20
Shelley Harris, public health sciences.
Main conference room, Gage
Occupational & Environmental Health
Unit, 223 College St. 4 p.m.
*Environmental Studies and Gage
Occupational & Environmental Health
Unit*

Olympic Basketball, Equal Pay and a Secure Retirement.

THURSDAY, NOVEMBER 20
Prof. Mary Gray, American University,
Washington, D.C. 2111 Sidney Smith
Hall. 4 p.m. *Statistics*

Nitric Oxide Synthase (nNOS) — Physiologic and Molecular Principles.

THURSDAY, NOVEMBER 20
Dr. Yang Wang, Department of
Medicine. 3231 Medical Sciences
Building. 4 p.m. *Physiology*

Regulating Entry into the Mitotic Cell Cycle in Yeast.

FRIDAY, NOVEMBER 21
Prof. Brenda Andrews, medical genetics
and microbiology. 3127 South Building,
Erindale College. 12 noon to 2 p.m..
Erindale Biology

Flexible Labour Regimes in Multinational Electronics Firms in Malaysia.

FRIDAY, NOVEMBER 21
Prof. Maznah Mohamad, Universiti
Sains Malaysia; visiting senior research
fellow, CIS. Conference room, Centre
for International Studies, 8th floor,
252 Bloor St. W. 12 noon to 2 p.m.
CIS and CIDA

Polyphemus in Athens.

FRIDAY, NOVEMBER 21
Aara Suksi, classics. 144 University
College. 3:15 p.m. *Classics*

Social Change in a Gendered World: Linearity and Complexity in the Life Course.

MONDAY, NOVEMBER 24
Prof. Helga Krueger, University of
Bremen. Suite 106, 222 College St.
10 a.m. to 12 noon. *Sociology and Human
Development, Life Course & Aging*

Toronto Beginnings (1980s).

MONDAY, NOVEMBER 24
Suwanda Sugunasingh, Trinity College;
Buddhism in North America: Historical
Perspectives series. Combination Room,
Trinity College. 7 to 9 p.m. *Trinity
Divinity*

Two Apples on Each Hand with Several More Apples to Catch.

TUESDAY, NOVEMBER 25
Reza Baraheni, Massey College; final on
The Archeology of Modernity. 14057
Robarts Library. 4 p.m. *Comparative
Literature*

Evil and Power in Modern Society.

WEDNESDAY, NOVEMBER 26
Mary Jo Leddy and Ronald Mercier,
Regis College; Roger Hutchinson and
John Franklin, Emmanuel College; Lee
Cormie, St. Michael's College; and
Abraham Khan, Trinity College.
Combination Room, Trinity College.
3 to 5 p.m.

Induction of Apoptotic Cell Death by Deregulated DNA Topoisomerase II.

WEDNESDAY, NOVEMBER 26
Peter McPherson, pharmacology. 4227
Medical Sciences Building. 4 p.m.
Pharmacology

Health Policy/Public Health: Can We Expect to Be Healthy in Mike Harris' Ontario?

WEDNESDAY, NOVEMBER 26
Ruth Grier, visiting environmentalist,
Innis College; Charlotte Noesgaard,
Registered Nurses Association;
Dennis Raphael, community health;
and Paul William, Faculty of
Medicine; Beth Savan, environmental
studies program (chair). Innis College
Town Hall. 7:30 to 9:30 p.m.
*Progressive Academic-Activist
Collective, Innis College Environmental
Studies Program, OPIRG and CUPE,
Local 3902*



MEETINGS & CONFERENCES

University Affairs Board.

TUESDAY, NOVEMBER 11
Council Chamber, Simcoe Hall.
4:30 p.m.



MUSIC

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Small Jazz Ensembles.

WEDNESDAY, NOVEMBER 12 AND
TUESDAY, NOVEMBER 18
Favourite standards and student
arrangements and compositions. Walter
Hall. 8 p.m.

Remembering and Rejoicing.

SATURDAY, NOVEMBER 15
MacMillan Singer, Doreen Rao, con-
ductor; U of T Concert Choir, Lori-
Anne Dolloff, conductor; University
Women's Chorus, James Pinhorn, con-
ductor. St. Basil's Church, 50 St. Joseph
St. 8 p.m. Tickets \$10, students and
seniors \$5.

U of T Vocal Jazz Ensemble.

WEDNESDAY, NOVEMBER 19
John Chalmers, director. Walter Hall.
8 p.m.

Thursday Noon Series.

THURSDAY, NOVEMBER 20
Historical Performance Ensembles;
Timothy McGee, director. Walter Hall.
12:10 p.m.

Mozart: *La finta giardiniera*.

FRIDAY, NOVEMBER 21 TO
SUNDAY, NOVEMBER 23
Opera Division major production; Mario
Bernardi, guest conductor. MacMillan
Theatre. Performances at 8 p.m. except
Sunday 2 p.m. Tickets \$20, students and
seniors \$15.

U of T Jazz Orchestras.

WEDNESDAY, NOVEMBER 26
Phil Nimmons and Ron Collier, directors.
Walter Hall. 8 p.m.

PLAYS & READINGS

Julius Caesar.

THURSDAYS TO SATURDAYS,
NOVEMBER 13 TO NOVEMBER 22
By William Shakespeare; directed by
Nadine Sivak. Graduate Centre for
Study of Drama Production. Robert Gill
Theatre, 3rd floor, Koffler Student
Services Centre. Performances at 8 p.m.
Tickets \$12, students and seniors \$10.
Box Office: 978-7986.

The Hot L Baltimore.

WEDNESDAYS TO SATURDAYS,
NOVEMBER 19 TO NOVEMBER 29
By Lanford Wilson; directed by David
Ferry. Erindale Studio Theatre, Erindale
College; Theatre Erindale 1997-98
season. Performances at 8 p.m. except
Saturday, Nov. 29, 2 and 8 p.m. Tickets
\$10, students and seniors \$7; matinee \$7,
students and seniors \$5. Box Office:
(905) 569-4369.



FILMS

Festival of Portuguese Films.

Innis College Town Hall.

Goodbye Princess.

MONDAY, NOVEMBER 17
Directed by Jorge Paixão da Costa.
7 p.m.

Family Portrait.

TUESDAY, NOVEMBER 18
Directed by Luis Galvão Teles. 7 p.m.

Vertigo.

FRIDAY, NOVEMBER 21
Directed by Leandro Ferreira. 4 p.m.

Signs of Fire.

SATURDAY, NOVEMBER 22
Directed by Luís Filipe Rocha. 5 p.m.



EXHIBITIONS

SCHOOL OF ARCHITEC- TURE & LANDSCAPE ARCHITECTURE

Food City.

TO NOVEMBER 14
Photographs, drawings, words, growing
things and a big construction; in con-
junction Jane Jacobs: Ideas That Matter.

Building for 2000.

NOVEMBER 19 TO DECEMBER 18
The U of T graduate residence project by
Morphosis and Teeple. SALA Gallery,
230 College St. Hours: Monday to
Friday, 9 a.m. to 5 p.m.

UNIVERSITY OF TORONTO AT MISSISSAUGA

The Blackwood Process.

TO NOVEMBER 28
The stages involved in making a fine art
print from the initial drawings and the
various "states" of the plate to the final
artists' proofs and edition of prints.
Blackwood Gallery, Kaneff Centre.
Gallery hours: Sunday to Friday, 1 to 4
p.m.

NEWMAN CENTRE

Antionietta di Nicola, Jennifer
Hinricks, Barbara Muir,

EVENTS

Josephine Pica.

TO DECEMBER 6

Acrylics, watercolours, pastels and photographs. Ground floor. Hours: Monday to Friday, 9 a.m. to 5 p.m.

THOMAS FISHER RARE BOOK LIBRARY

"so precious a foundation": The Library of Leander van Ess at the Burke Library of Union Theological Seminary.

TO DECEMBER 19

Medieval and later manuscripts, incunabula and printed books from the 16th to the 19th centuries. Hours: Monday to Friday, 9 a.m. to 5 p.m.

UNIVERSITY OF TORONTO ART CENTRE

Will Gorriz: German Version of the Three Essays Trilogy.

TO DECEMBER 19

Seventeen-piece work in oil pastel over photocopied text pages from the original German version of *Freud's Three Essays on the Theory of Human Sexuality*, recent acquisition. Boardroom space. Hours: Tuesday and Friday, 11 a.m. to 4 p.m.; Wednesday and Thursday, 11 a.m. to 7 p.m.; Saturday, 12 noon to 4 p.m.

VICTORIA UNIVERSITY Bloomsbury:

Books, Art and Design.

TO DECEMBER 19

Books, paintings, book designs and decorative work by Bloomsbury artists Vanessa Bell, Duncan Grant, Roger Fry and Dora Carrington. E.J. Pratt Library. Hours: Monday to Thursday, 9 a.m. to 6 p.m.; Saturday and Sunday, 1 to 5 p.m.

GARDINER MUSEUM OF CERAMIC ART

TO FEBRUARY 8

Featuring 20 Canadian artists from coast to coast. Main floor. Hours: Monday to Saturday, 10 a.m. to 5 p.m.; Tuesday, to 8 p.m.; Sunday, 11 a.m. to 5 p.m.

JUSTINA M. BARNICKE GALLERY

HART HOUSE

The Ghosts That Haunt Us: Portraits of Holocaust Survivors.

NOVEMBER 13 TO DECEMBER 11

Jason Aaron Schwartz, black-and-white photographs. Both Galleries. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday, 1 to 4 p.m.



MISCELLANY

Act of Remembrance.

TUESDAY, NOVEMBER 11

Annual service of remembrance; carillon, Hart House Chorus, Last Post and Reveille. Soldiers' Tower. 10:30 a.m.

Fall Bazaar at Scarborough.

THURSDAY, NOVEMBER 13

Bake sale, crafts, raffle, white elephant table and more. Meeting Place. University of Toronto at Scarborough. 11 a.m. to 2:30 p.m.

Automation Workshop.

THURSDAY, NOVEMBER 13

Session on how technology can be used to automate tasks, increasing speed and efficiency of work. 1st floor, Robarts Library. 12 noon. Registration: 978-4360; fax, 971-2629; general.atrc@utoronto.ca. *Adaptive Technology Resource Centre, Information Commons*

Balancing Work and Family.

THURSDAY, NOVEMBER 13

This workshop adopts a hands-on approach to working through the dilemma of juggling work and family responsibilities and developing new strategies. 12 noon to 2 p.m. Registration: 978-0951. *Family Care Office*

The Encumbered Child: "Why Is It Always Me?"

THURSDAY, NOVEMBER 13

Baycrest public health forum. Prof. Judith Globerman, Faculty of Social Work. Auditorium, 2nd floor, Jewish Home for the Aged, 3560 Bathurst St. Reservations and information: 785-2500, ext. 2049.

Private Libraries in Early Modern Paris.

FRIDAY, NOVEMBER 14

Prof. Lyndan Warner, University of Warwick; CRRS visiting fellow; Friday workshops series. 321 Pratt Library, Victoria College. 2 to 4 p.m. *Reformation & Renaissance Studies*

Document Processing.

THURSDAY, NOVEMBER 20

Included will be use of templates, custom work space and cross application document merging. 1st floor, Robarts Library. 12 noon. Registration: 978-4360; fax, 971-2629; general.atrc@utoronto.ca. *Adaptive Technology Resource Centre, Information Commons*

De-Stress Your Life.

WEDNESDAY, NOVEMBER 26

Workshop to assist in designing a personal and professional stress management plan. 12 noon to 2 p.m. Information: Tom Nash, 978-7573; registration: Liz Csiha, 978-6496. *Staff Development Resource Centre*

CONVOCATIONS

Convocation Hall.

MONDAY, NOVEMBER 17

Faculty of Arts & Science (except Erindale and Scarborough). Installation of Chancellor Henry N.R. (Hal) Jackman, who will address convocation. 4:30 p.m.

TUESDAY, NOVEMBER 18

Erindale, Scarborough and Woodsworth College diplomas and certificates. Honorary graduands Sander Gilman and Robert Lepage will address convocation. 6 p.m.

WEDNESDAY, NOVEMBER 19

School of Graduate Studies and professional faculties. Honorary graduand William Dean will address convocation. 6 p.m.

THURSDAY, NOVEMBER 20

School of Graduate Studies. Honorary graduand Laurent Beaudoin will address convocation. 6 p.m.



DEADLINES

Please note that information for Events listings must be received in writing at The Bulletin offices, 21 King's College Circle, by the following times:

Issue of November 24, for events taking place Nov. 24 to Dec. 8: **MONDAY, NOVEMBER 10.**

Issue of December 8, for events taking place Dec. 8 to Jan. 5: **MONDAY, NOVEMBER 24.**

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Wednesday, November 12, 1997 @ 8:00 pm



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MONIQUE FRIZE ~ CARLETON / U. OF OTTAWA

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A classified ad costs \$15 for up to 35 words and \$.50 for each additional word (maximum 70). Your phone number counts as one word, but the components of your address will each be counted as a word, e-mail addresses count as two words. A cheque or money order payable to **University of Toronto** must accompany your ad. Ads must be submitted in writing, 10 days before *The Bulletin* publication date, to **Nancy Bush, Department of Public Affairs, 21 King's College Circle, Toronto, Ontario M5S 3J3**. Ads will not be accepted over the phone. To receive a tearsheet and/or receipt please include a stamped self-addressed envelope. For more information please call: (416) 978-2106.

ACCOMMODATION RENTALS AVAILABLE — METRO & AREA —

Brunswick/Sussex. Minutes to U of T. Academic's fully furnished Victorian (1873) lower duplex, quiet, 1 bedroom, study, conservatory, fireplace, garden, VCR, 5-piece bathroom, Rosenthal, art collection. Non-smoking winter tenant sought. \$1,485 inclusive. December 18 — April 30 (negotiable). 964-7270.

Sabbatical rental. Beautiful, fully furnished Victorian 2-bedroom duplex on 2 floors. Lots of trees, skylight, 2 decks, laundry, cable TV, VCR. College-Ossington. 10 minutes to campus by streetcar. \$1,200 inclusive. Available January 1 to August 1. 534-6876.

West Annex. 15-minute walk U of T. Subway 3 minutes. January 1, 1998, or earlier, to April 30, 1998. Close to schools, stores, parks. Victorian townhouse, furnished and equipped. Open-plan dining/living area, fireplace, two bedrooms, two studies, two bathrooms, garden, deck, private parking. \$1,425 + utilities. Phone: 588-3388.

Furnished, spacious, 1-bedroom apartment. From January 1, 1998 — August 31, 1998. Located on subway line (Glencairn station), 15 minutes to campus. Wall-to-wall carpets. \$675/month includes all utilities. Parking available. (416) 787-1663.

Trinity College. January-August 30, 1998 (possibility of extension). Furnished, one-bedroom apartment. \$750/month. Suitable for visiting faculty or graduate student. References. Phone Bursar's Office (416) 978-2523 or fax (416) 978-2797.

Eglinton/Leslie. Newly renovated and furnished basement apartment. Private entrance. Parking. Quiet, tree-lined street next to ravine. Ideal for single, non-smoker. One block to transit. \$700/month. Phone (416) 467-6272.

Sublet. One-bedroom/cheerful basement. Late November to May 1. Steps south of Christie subway; fully furnished; on-street parking; laundry nearby and two parks. \$630 utilities included; phone extra. 978-5998 (days); 534-2946 (evenings & weekends).

Annex apartment. Lovely one-bedroom with study, parking. December, January, February. \$850/month. Don, 920-4933.

Annex 2BR apartment with parking. Quiet residential street half block from Bloor and subway. Easy walk to University. In nicely renovated large house, first floor and high-ceilinged, bright basement. Fireplace, porch, laundry. Non-smokers. Couple or single parent preferred. \$1,200/month plus utilities, available December. Prof. Bob Garrison, 538-3108.

High Park/Bloor. Spacious two-storey furnished apartment. 2 bedrooms. 1 1/2 bathrooms. Walk to subway. Short-term rental. No pets. (416) 763-3899.

Completely furnished house 15 minutes walk from U of T campus. Charming 2 bedrooms, 1 bath, big kitchen completely equipped, washer & dryer, antique & fine furnishings, central air, smoke-free, private garden, parking. \$1,800 per month plus utilities. Available December 1. Fax (905) 983-5789. E-mail: gibson.winters@sympatico.ca

Sublet 1-bedroom. Central, approximately January — March 1998. University professor's apartment. \$1,000/month. Suitable for visiting prof., no pets, first/last months' rent in advance. Call: (416) 967-3331; e-mail: denis.bouchard@utoronto.ca

Well-furnished house, walking distance from University. 2 bedrooms, exercise room, office. Available early January to late March. \$1,400 monthly. Leave message at 968-7981. References required. mkustin@ica.net

Three-bedroom furnished house February to August 1, 1998 (flexible). Quiet street near Danforth. Garden. Parking. Close to schools, parks, library, transit and lively community life. Non-smoker. \$1,700/month inclusive. Phone (416) 429-2845.

Cabbagetown. Walking distance U of T. Elegantly renovated Victorian home. 3 bedrooms, 4 1/2 baths, 2 offices, eat-in kitchen, living-room, dining-room, fully equipped laundry facility, all appliances, fully furnished, parking, on JTC. January 1 to May 1, 1998. \$2,000 monthly, inclusive. (416) 927-8466. E-mail: rainita@interlog.com

Chester/Danforth. Furnished 3-bedroom semi. Close to subway, schools, shopping and excellent restaurants. Parking included. 10 minutes to U of T. \$1,450/month plus utilities. References. From Jan. 1 to Dec. 31, 1998. (416) 469-1877.

Bathurst/St. Clair. 4-bedroom house, fully furnished, 4 appliances. Large deck, garden. January 1 for 6 months/longer. Pinewood Avenue, great neighbourhood, close to schools, TTC 20 minutes to campus. \$1,250+. (416) 652-0247. ifrrome@librs6k.vatlib.it

North Toronto. Furnished, recently renovated 1920s house on large property backing onto Lytton Park. 3 bedrooms, 2 studies, 2 fireplaces, 2 1/2 bathrooms, deck. Driveway parking for two. 20-minute drive to both U of T and York. 2 minutes to bus to Eglinton subway. No smoking, no pets, adults preferred. Available late August 1998 to May 1999. \$2,000/month + utilities and house cleaner. (416) 484-0345 or maryfw@yorku.ca

January 1 — March 31, 1998. West Annex, Christie and Bloor, two-bedroom house with office nook. Subway, walking distance to U of T. \$1,100. Clifford Shearing O: 978-3720 x234; H: 533-7518; e-mail: c.shearing@utoronto.ca

ACCOMMODATION RENTALS REQUIRED

Academic couple will be spending Christmas holidays in Toronto, need accommodations from Dec. 17 to Jan. 3 (dates negotiable). Able and willing to care for pets, plants, etc. Lee and Annabel Patterson, Yale University: (203) 432-6893; (203) 287-9109.

Seeking sublet or shared accommodation, December 30 — April or May. Preferably furnished. Responsible female, non-smoker. (416) 978-2239 ext. 236 or (905) 848-3713.

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ACCOMMODATION OVERSEAS

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ble and private en-suite accommodations. 588-0560.

VACATION / LEISURE

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Psychotherapy. Dr. Joan Hulbert, Psychologist. Yonge Street near Davisville. (416) 465-9078. Focus on depression, anxiety, substance abuse, difficulties with assertiveness, relationship problems, self-esteem, abusive relationships. Fees may be covered by Employee Health Insurance Plan.

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MISCELLANY

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BIRTH ANNOUNCEMENT. Margarita De Antuñano, doctoral student and Director of the Canada-Mexico Cultural Exchange Centre at OISE/UT is pleased to announce the birth of her first daughter, Emilia. Born August 28, 1997 at sunrise in London, Ontario. The healthy little one is experiencing and loving University life already. Greetings & thanks to all friends at U of T.

Experienced organizer wanted for part-time position to coordinate national conference on complementary medicine. Please call Dr. Ted Lo, (416) 297-4807.

RESEARCH NOTICES

For further information contact UTRS at 978-2163;
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UPCOMING DEADLINES

NOVEMBER 13

Shastri Indo-Canadian Institute — women and development program

NOVEMBER 14

Association for Canadian Studies — visiting faculty lecturer program
Canadian Psychiatric Research Foundation — research grants, young investigators, clinical research projects
National Board of Medical Examiners — medical education research funding

NOVEMBER 15

Crohn's & Colitis Foundation of Canada — clinical research fellowships, Armstrong Ontario fellowships
NSERC — visiting fellowships in Canadian government laboratories
Social Science Research Council — MacArthur Foundation fellowships

NOVEMBER 19

Physicians' Services Inc. Foundation — research in medical education and health systems

NOVEMBER 21

Human Resources Development Canada — office of learning technologies

National Institute of Nutrition — post-doctoral fellowships

NOVEMBER 28

Lithoprobe — geoscientific projects

NOVEMBER 30

Lady Davis Fellowship Trust — graduate, post-doctoral fellowships; visiting professorships

DECEMBER 1

Amyotrophic Lateral Sclerosis Association — basic and clinical research grants (letter of intent)
CamBio Tec/IDRC — research proposals

Canadian Diabetes Association — grants-in-aid, scholarships, fellowships
Epilepsy Canada — clinical, basic research fellowships; Parke-Davis research fellowship

Imperial Oil — university research grants
Japan Foundation — research/conference/seminar grant program, publication assistance program

James McKeen Cattell — sabbatical awards
Rockefeller Foundation — residency sites (letters of intent)
U of T — Connaught new staff matching grants

DECEMBER 4
Howard Hughes Medical Institute — post-doctoral research fellowships

DECEMBER 10
PRECARN Associates — technology development projects in intelligent systems and robotics

DECEMBER 15
Association for Canadian Studies — graduate student research travel scholarships

DECEMBER 31
NATO/Royal Society of Canada — fellowships, Manfred Wörner fellowship



An Invitation To Join UTFA

The University of Toronto Faculty Association is now accepting applications for membership from RESEARCH ASSOCIATES and part-time SESSIONAL and STIPEND FACULTY and LIBRARIANS.

Research Associates are not covered in the Memorandum of Agreement between UTFA and the University. UTFA, therefore, has at the present time no contractual right to negotiate salary and benefits for them. UTFA can, however, represent their interests and those of part-time Sessional and Stipend Faculty and Librarians in discussion with the University administration, and will work to improve their salary and benefits, access to University resources, and terms and conditions of appointment and employment. In addition, UTFA can provide various other services available to all its members, including representation in cases of grievance.

We hope a substantial number of RESEARCH ASSOCIATES and part-time SESSIONAL and STIPEND FACULTY and LIBRARIANS will join UTFA. Our credibility in representing them will, of course, depend to a considerable degree on how many are members.

Fees for RESEARCH ASSOCIATES are 0.8% of salary, fully tax-deductible, and may be paid through deductions from salary.

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Applications for membership may be made at the UTFA office.

UTFA, #419, 720 Spadina Avenue Phone: 978-3351 Fax: 978-7061 E-mail: faculty@utfa.utoronto.ca

COMMITTEES

The Bulletin regularly publishes the terms of reference and membership of committees. The deadline for submissions is Monday, two weeks prior to publication.

REVIEW

WOODSWORTH COLLEGE

Provost Adel Sedra has established a committee to review Woodsworth College. Professor Noah Meltz's term as principal ends June 30.

Membership

Professor Carolyn Tuohy, deputy provost (chair); Mary Barrie, director, School of Continuing Studies; Damon Chevrier, associate registrar, Woodsworth College; Ken Colborne, president, Woodsworth College Students' Association; Professor Joseph Desloges, associate dean (social sciences), Faculty of Arts & Science; Professor Anthony Doob, Centre of Criminology and Woodsworth College; Linda Offman, alumna, Woodsworth College; Professor Martin Wall, chair, psychology; and Lynn Snowden, assistant vice-provost (arts and science) (secretary).

Terms of reference

1. To examine the effectiveness of the

college in: (i) meeting its mandate to deliver part-time undergraduate degree studies at U of T; and (ii) serving the needs of its students and alumni.

2. To review the college's priorities and future directions including: (i) its development activities; (ii) its contribution to U of T's recruitment activities; and (iii) the extent of opportunities for the use of information technology in support of the college's activities.

3. To consider the relationship of the college to the Faculty of Arts & Science and to other divisions of the university.

4. To examine the status, quality and size of the teaching programs of the college including the pre-university program, its certificate and diploma programs and its two degree programs.

5. To review the effectiveness of the college's governing structures and its organization.

The committee invites submissions from interested members of the university community. These should be forwarded to Lynn Snowden by November 14; phone, 978-4578; fax, 971-1380.

UNIVERSITY OF TORONTO

THE BULLETIN

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WEB SITE: http://www.library.utoronto.ca/www/bulletin/latest



The Bulletin is printed on recycled paper. Material may be reprinted in whole or in part with appropriate credit to The Bulletin.

Published twice a month, and once in July, August and December, by the Department of Public Affairs, 21 King's College Circle, University of Toronto, Toronto, M5S 3J3.

EDITORIAL ENQUIRIES: 978-6981 • DISTRIBUTION ENQUIRIES: 978-2106 •

ADVERTISING ENQUIRIES: 978-2106 • Display advertising space must be reserved two weeks before publication date. FAX: 978-7430.

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A decision to cancel classes or to close the University will only be taken under the most



THE POWER OF IDEAS

If science is an investment in our future, that means it is everybody's business

The following is an excerpt of an address given by Nobel laureate and University Professor John Polanyi at a Sept. 28 gala dinner that launched U of T's Great Minds Week.

UNIVERSITIES ARE SET APART from society by their special function. They exist for exploration; the drawing of intellectual maps. That is what we, faculty and students, do.

Sometimes, happily, governments share our enthusiasm for the power of ideas. The establishment early this year of what will be almost a billion dollar Canada Foundation for Innovation is a case in point. The government thinks it so important that they have put two former presidents of U of T in charge. Both of them know a great deal, from first-hand experience, about the sources of innovation.

To foster innovation you need a public that is conscious of the power and value of ideas. On the face of it the organization of our nation's science seems to acknowledge the centrality of ideas. Both federally and provincially we set out to foster the very best we have through what we term Centres of Excellence. But too often we deny the premise on which these centres were formed, by reshaping them into Centres of Relevance — as if it was excellence that was plentiful and relevance that was scarce.

This shift in emphasis from excellence to relevance will fail to deliver value for money for two reasons. First of all because excellence is, of its nature, rare. We cannot take our federal or provincial shopping cart and select the excellence we prefer. What we can do, and are driven to do, is to compromise excellence in the interest of supposed relevance. That brings me to the second reason that this policy will fail. It is, most of the time, a very bad bargain to barter excellence for relevance since both the discovery that one wishes to see made and its application lie well in the future. Of all things the future is the hardest to predict.

HISTORIANS WHO STRUGGLE EVEN TO MAKE SENSE OF THE past will have to explain some day how it comes about that governments, having failed spectacularly to pick winners in the marketplace for goods, have persuaded us that they can be trusted to select winners in the more subtle marketplace for ideas. Perhaps our politicians reason that since it took us half a century to realize that they could not do the simpler thing, it will take us even longer to realize that they cannot do the more complex.

Just consider for a moment how complex it is. Even if we knew what future technologies would be winners (and most often we don't) we would still find ourselves at a loss to pick the fundamental science that will nourish those technologies. For this added link in the chain is complicated too. The new technologies spawned by science at first merely rebound to produce more science. Streams of scientific thought, invigorated in this way, then flow down their valleys to some unexpected confluence. There, for the first time, the engineer finds navigable waters. But even at this late state, surprises continue to confound the planner as technologies range here and there in search of their optimal applications.

Recently X-ray technology, to give an example, has broadened its scope from the health industry to the manufacture of microchips. X-rays cut silicon chips as if they were cheese. But there is a serious problem. The X-ray scalpel must be focused on its target by mirrors, since we lack X-ray lenses. Happily the burgeoning field of lobster physiology (of all things) is coming to the rescue. The eye of the lobster, it turns out, is based not on lenses, as is ours, but on a myriad of tiny mirrors — the very thing for steering X-rays. But where among today's overseers of science do we find the master chef to link lobster to chips?



If, then, one cannot reliably select fundamental science on the basis of its downstream benefits, how should governments go about it? Recently a British scientist, Dr. Terence Kealey of the University of Cambridge, in a splendidly wrong-headed book entitled *The Economic Laws of Scientific Research*, advised governments to get out of the business of research funding entirely. The same suggestion, as he notes, was made in 1881 by Sir George Airey, astronomer royal of England.

The selection of research, Sir George Airey pointed out, is best made by the scientific entrepreneur himself, free of "the dangers attending conjunction with the State." In this he was right. The extremely risky decision as to what science to pursue is best made by the scientific risk-taker who gambles his entire career in choosing the right research topic. And the most understanding sponsors of intellectual adventure, in Sir George Airey's England, were often country gentlemen. However, modern governments, having quite properly (though insufficiently) taxed the privileged, are obliged to take on those of their functions that filled a social need. These include the shooting of grouse where they are too plentiful and the support of venturesome scientists where they are in short supply. And, of course, vice versa.

WHERE AMONG TODAY'S OVERSEERS OF SCIENCE

DO WE FIND THE MASTER CHEF?

But when, I shall be asked, would I ever admit to there being a sufficiency of scientists — let alone too many? Again the test must centre on quality. When we in Canada have individual scientists (totalling one-tenth in number those in the U.S.) who can attract the very best students in North America, competitively with their counterparts at Harvard and Berkeley, then we shall indeed have achieved our goal of scientific sufficiency. It should be clear that we have some way to go.

But why would we want to have (in an amount proportionate to our population) science that is competitive with the very best? We know that we are never going to do more

than a tiny fraction of the world's science. What we are going to do instead, as every nation does, is to view the wide world of science through the eyes of our scientists, thereby giving our students a global perspective, our government and industry sage advice and our countrymen a view of the world they inhabit. The point to remember here is that the landscape of science is vast, with some 10 million technical papers being published per year. What our scientists select from this sea of data will depend strongly on what they know. They must have eyes as sharp, and on occasion sharper, than their competitors. Our scientists' usefulness depends upon their ability to pick out what matters and to do so before it is evident to all.

There remains a nagging question: can excellence be judged? Does basic science have a bottom line? The guiding principle for assessing value in basic science, now as in the past, has been excellence as perceived by the scientific community. We see the consequences of this around us. For an annual investment of a fraction of a per cent of the world's wealth in the generation of new knowledge, we have been rewarded in this century by insights into the nature of matter, of energy, of space, of time, of life and

the cosmos, beyond anything that history has known.

And has this, you are entitled to ask, proved to be relevant? I would say, "Rather too much." Modern science has totally transformed our world. Our problem is not a lack of relevance but a surfeit of it.

WHAT WE KNOW HAS, AS ALWAYS, PROFOUNDLY CHANGED what we do. We can, today, be alive under circumstances that would previously have spelled death. We can be transported speedily wherever on earth we wish and see what we wish. We can mass-produce most things, including, appallingly, death. As a consequence of these changes we can no longer wall ourselves off from one another, nor therefore have nations as we used to, nor make war as we did, nor squander resources, nor litter the globe or neglect the oppressed, as has so long been our custom.

By far the greater part of this transformation has been for the good. All of it represents a challenge unique in history. This challenge testifies, massively, to the "power of ideas." Indeed they will overpower us unless we *continue* to value them, rejecting mindless materialism and fanaticism.

There should be grim humour for the all-seeing deity in our attempts to convince ourselves of the power of ideas. We shall shortly emerge from a century in which 50 million people died in the contest between the idea of autocracy and democracy. Twice that number were in danger of being sacrificed on the altar of another idea: the pursuit of security through nuclear armament. We should take comfort from the fact that the more civilized notions of democracy and disarmament are in the ascendancy.

I began by speaking of the fear we have in Canada that ideas may prove irrelevant. I end by claiming that to have an idea is to be held in the embrace of a tiger. In pursuit of an abstraction, Einstein, a devoted pacifist, gave the world nuclear weapons. In pursuit of a vision of shared concern for human suffering, three outstanding individuals — Canadian generals Maurice Baril and Romeo Dallaire and Secretary General Kofi Annan of the United Nations — incurred some of the responsibility for the deaths of a multitude of Rwandan civilians. This was in fact the tragedy of an idea half-conceived; the three whom I mentioned were empowered to go to the scene of the crime but not to deal with the criminals.

The heavier burden of responsibility rests with us, who failed to insist on the power of the idea that goes by the name of the United Nations — the idea that we owe an inescapable obligation to humanity. It is, I believe, on that simple but immensely powerful idea that all our futures rest.